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CAUT ACPPU BULLETIN

VOL 51 NO 3 | MARCH 2004 MARS | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

Kwantlen Calls Off Class Expansion

THE Kwantlen University College administration has backed away from its threat to override its collective agreement with the College Institute Educators' Association of B.C. Using the controversial provincial legislation, the Public Education Flexibility and Choice Act, Kwantlen announced in January it would unilaterally increase class sizes.

After mobilization by the Kwantlen Faculty Association, a threat of censure by CAUT, and letters of protest from faculty associations across Canada, the administration last month responded by declaring a moratorium on the increase and committing to initiate talks with the faculty association around the issue.

"This is a win for us," said CIEA president Cindy Oliver. "I want to acknowledge the faculty association's swift response and thank everyone for writing letters of support. They work."

Oliver says the struggle is not over. "But I think we can take pride in what we have done so far."

Tentative Contract at Mt. St. Vincent

FACULTY at Mount Saint Vincent University reached a tentative agreement with the university March 4, following two days in conciliation.

The two sides have agreed on a four-year deal, with 3 per cent salary increases in each year of the contract. In addition, the contract will increase salary floors by margins ranging from \$2,000 to \$4,500, to be phased in during years two and three. Increments will increase from \$1,738 to \$2,215 over the next four years.

"Overall, the contract provides total increases averaging almost 20 per cent," said Chris Ferns, chief negotiator for Mount Saint Vincent University Faculty Association.

"The package agreed upon is competitive with the excellent settlements already negotiated elsewhere in the region. If we can continue to make this kind of progress, the so-called 'Maritime Discount' may one day be a thing of the past," Ferns added.

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Acadia Wins Strike



Action in Wolfville — CAUT president Victor Catano (left) joins Acadia University Faculty Association members on the picket line in February. The strike was a first in the union's history.

FACULTY members at Acadia University won substantial gains through their 14-day strike which ended on March 8, after reaching a tentative agreement on the preceding weekend. The contract was ratified on March 10 with more than 90 per cent voting in favour.

Total compensation in the four-year agreement will increase 17.7 to 21.4 per cent for professors (including lecturers), 21.9 to 23.5 per cent for instructors, and 25.1 to 34.6 per cent for librarians.

The settlement integrates the more than 300 full-time and part-time faculty members, professional librarians and instructors in one collective agreement and recognizes prior teaching experience of part-time members, giving them precedence

in hiring, and moving them into better-paid positions. AUFA secured protection of ownership of intellectual property, academic freedom rights for its members, a fair discipline procedure, a reduced teaching load for new tenure-track staff, the possibility of a reduced teaching load for other full-time staff, and improvements to teaching evaluation forms and procedures.

Sick leave and maternity and family leave benefit improvements and an increase to the travel and professional development allowance would also be implemented in the new agreement.

The university also agreed to provide library privileges and network access for retired professors, and explore the possibility of a daycare facility.

Entente de principe conclue à Mt. St. Vincent

À L'ISSUE de deux jours de conciliation, les professeurs de l'Université Mount Saint Vincent ont conclu, le 4 mars dernier, une entente de principe avec l'université.

Les deux parties ont convenu d'un règlement portant sur quatre ans avec des augmentations de salaire de 3 % à chaque année du contrat. De plus, celui-ci augmentera les planchers des

salaires par des marges variant de 2 000 \$ à 4 500 \$, qui devront être appliquées progressivement au cours des deuxième et troisième années. Les augmentations de rémunération varieront de 1 738 \$ à 2 215 \$ au cours des quatre années suivantes.

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NEWS ACTUALITÉS

Queen's Adjuncts Sign First Contract

ADJUNCT academic staff employed at Queen's University have ratified their first collective agreement. The three-year deal was concluded after six months of negotiations.

Queen's University Faculty Association member services officer Colin Galinski says "the settlement significantly improves the working conditions, compensation, job security and academic rights of the members of the per-course contract academic staff bargaining unit at Queen's."

The agreement guarantees the same academic freedom rights as full-time faculty, and provides for minimum salaries for sessional adjuncts (faculty members contracted to teach less than two courses per academic year) that range from \$5,000 to \$6,843 per course in year one. Stipends in years two and three will be increased by the annual scale increment which is negotiated for the same years between QUFA and the university for members of the faculty, librarians and archivists

bargaining unit. Minimum stipends will be supplemented by a three per cent payment in lieu of benefits.

Members will be eligible for reimbursement of child care costs of up to \$1,000 per child annually, professional expense reimbursement, a research/professional development grant, compensation for services requested by a unit head, and library and e-mail access before and after their teaching term. In addition to new posting and appointments procedures, members will now have the right of first refusal after teaching the same course twice and receiving two positive evaluations in two years.

"Not only is this a good agreement for the members involved," Galinski says, "it was reached in a spirit of cooperative negotiations, which has left a good climate for its implementation." ■

Version française à la page A5.

Modifications à la Loi de l'impôt sur le revenu de 2003

Le budget du gouvernement fédéral déposé le 18 février 2003 a proposé des modifications profondes au régime de l'impôt sur le revenu. Parmi les mesures fiscales les plus importantes concernant l'année de déclaration 2003, mentionnons :

- La hausse du plafond annuel des REER, qui passe de 13 500 \$ à 14 500 \$ en 2003, à 15 500 \$ en 2004, à 16 500 \$ en 2005 et à 18 000 \$ en 2006. Par la suite, le plafond sera indexé.

- La mise en oeuvre progressive de la hausse du montant annuel des bénéfices admissibles assujettis au taux d'imposition, le plafond actuel de 225 000 \$ devant être majoré de 25 000 \$ en 2003 et d'autant au cours des trois années suivantes.

Au cours de l'année 2003, le gouvernement a annoncé, par suite de la décision rendue dans l'affaire Stewart, qu'il allait rétablir le critère de l'expectative raisonnable de profit. Les pertes découlant d'une source particulière ne seront déductibles du revenu que si la personne concernée peut démontrer qu'il y a un espoir raisonnable de tirer un profit de cette source. La règle proposée n'entrera pas en vigueur avant 2005. Elle pourrait toutefois s'appliquer à des situations actuelles.

Le gouvernement a annoncé d'autres mesures dignes d'intérêt :

- Le 5 décembre 2003, le gouvernement a établi de nouvelles règles qui élimineront les abris fiscaux pour dons de bienfaisance.

- Les avantages imposés relatifs à l'usage d'une automobile sont réduits à compter de 2003 lorsque l'usage personnel est inférieur à 20 000 kilomètres chaque année (12 000 kilomètres auparavant) et que l'utilisation réelle pour affaires est supérieure à 50 % ou plus des kilomètres conduits (auparavant 90 %). ■

Ces modifications, entre autres, ont été intégrées au Guide de l'impôt 2003 de l'ACPPU que vous pouvez télécharger à l'adresse <http://www.caut.ca/francais/publications/impot/> ou que vous pouvez obtenir en communiquant avec Louise D'Anjou (danjou@caut.ca).

Le Guide de l'impôt 2003 de l'ACPPU a été établi par Roy Williams, associé principal de Rheame Williams Kaibfleisch à Ottawa. Bien que l'ACPPU ne puisse payer les consultations fiscales d'ordre particulier et les demandes d'éclaircissements fiscaux, les membres individuels aux prises avec de telles questions peuvent communiquer avec M. Williams au 613-236-4500 (www.windfall.on.ca) et bénéficier des taux privilégiés accordés aux membres de l'ACPPU.

English on page A6.

Tentative Contract at Mount Saint Vincent

From PAGE A1

Ferns noted that the structural changes negotiated in the previous agreement proved crucial to arriving at the new settlement. "Without the flexibility that structural change makes possible, attaining your bargaining goals becomes far more difficult," he said.

The tentative agreement, which is set for ratification later this month, also includes improvements in late retirement provisions, increases parental leave for employees by an additional six weeks, to a total of 26 weeks, and institutes language enshrining the principle of progressive discipline. ■

Entente de principe conclue à Mount Saint Vincent

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« Dans l'ensemble, le contrat prévoit des augmentations totalisant en moyenne 20 % environ », a déclaré le négociateur en chef de la Mount Saint Vincent University Faculty Association, Chris Ferns.

Et d'ajouter M. Ferns : « La proposition globale est compétitive compte tenu également des excellents règlements qui ont déjà été négociés ailleurs dans la région. Si nous réussissons à marquer d'autres progrès de ce genre, qui sait si on pourra un jour se débarrasser de l'étiquette "Les Maritimes au rabais". »

M. Ferns souligne que les changements structurels négociés dans l'entente précédente se sont révélés indispensables pour atteindre le nouveau règlement. « Sans la flexibilité rendue possible par les changements structurels, il devient beaucoup plus difficile d'atteindre les objectifs de négociation. »

L'entente de principe, qui sera soumise à la ratification des membres plus tard au cours du mois, prévoit également des améliorations aux dispositions de la retraite tardive, et un congé parental de six semaines supplémentaires, pour un total de 26 semaines. Enfin, l'entente établit le langage consacrant le principe des mesures disciplinaires progressives. ■

Bishop's Faculty on Strike Path

THE Association of Professors of Bishop's University set a strike deadline for 12:01 a.m. on Monday, March 15, after 10 months of negotiations for its full-time and part-time bargaining units. In February, members of both units voted more than 86 per cent in favour of authorizing a strike if necessary.

Major unresolved issues in the dispute are pensions, salaries, and complement.

Talks broke down in December when the university withdrew its package from the table and replaced it with one worse than its starting offer. The association filed for conciliation and launched a series of job actions including refusing to fill out administrative forms, withdrawal from committees and suspension of administrative duties.

The provincial conciliator restarted negotiations but major differences remain on the key issues. ■

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PRESIDENT'S COLUMN

Faculty Say in Governance



By VICTOR CATANO

A RECENT article in the Chronicle of Higher Education focused on the "unusual governance system" in place at the University of Cambridge. At Cambridge, the responsibility for decision-making on all matters academic and non-academic falls to administrators and faculty. All 3,000 members of the governing body of the university, the Regent House, have the right to vote on every major issue and to set policy and make decisions on the strategic direction for the university. It is a faculty-led democracy that has been in place since 1209. As is often the case with a true democracy, it can be messy, inefficient and time-consuming when every member can exercise their rights of voice and vote.

In 2002, the British government found this system cumbersome when it tried to have Cambridge change its intellectual property policies to make the university the owner of nearly everything produced by faculty. Similar to most Canadian universities, ownership of intellectual property resides with the creators, that is, academics. In Canada, this right is secured in collective agreements or framework agreements. Intellectual property rights are perhaps one of today's most important issues.

Last month, faculty members at Acadia University went on strike. One of the major issues in the dispute centered on intellectual property and the attempt by the university administration to assume ownership of products faculty members create. Disputes over intellectual property have surfaced recently at other universities. Universities seek to control intellectual property as part of an effort to commercialize the work of faculty and use the revenues to fund the university in the face of government cutbacks. University presidents have also committed themselves and their universities to substantially increasing the amount of commercialized research on campus. Ownership of intellectual property is central to these plans.

At Cambridge, the debate on intellectual property continues a year and a half later, much to the annoyance of the administration. Attempts at reforming the governance system at Cambridge have also failed despite arguments by advocates of reform that the Regent House "can't possibly make management decisions." A proposal to give its vice-chancellor the powers equivalent to those of a chief executive officer was voted down by the faculty. Reformers want to bring the governance system at Cambridge more in line with those at other British universities and nearly all American universities where a university council

See FACULTY Page A4 ☞

Always the Bridesmaids



By GLENN WARD

WE'VE heard much about the increasing reliance upon definite-term contract faculty by universities and the resulting separation of teaching and research functions. Also emerging as a result of this separation is the use of contract, non-tenure-track employees to fill undergraduate administrative positions deemed unattractive to senior faculty members.

A large minority of the faculty members in my own department have either research buyouts that allow them to forego administration altogether, or enough seniority that they meet their administrative obligations at the graduate level. This leaves the day-to-day running of the undergraduate program to me and my undergraduate affairs committee consisting solely of non-tenured faculty in which the most senior member besides me has about four years experience.

On the surface, this may not seem to be a problem. My committee is dedicated to the undergraduate program and has come to know and understand it and our students well. While we face a number of challenges, including the double cohort and expansion of our program to accommodate new initiatives, our support staff are keen, highly knowledgeable and can come up with workable, imaginative responses.

The problem arises because of our almost total lack of power. Repeatedly, our staff put a great deal of work into proposals just to

see them dismissed at department meetings by senior faculty members who have no idea how serious the problem is because they haven't been actively involved in the "trenches" of the undergraduate program for years.

Desperate times call for desperate measures. The more than doubling in size of our undergraduate program over the past few years (without an accompanying increase in resources) has left us little choice but to call for dramatic changes in course sequencing and scheduling as well as increases in faculty commitment. These proposals are routinely deemed unnecessary by influential senior faculty who prefer to believe that all is under control because that is the PR currently being distributed by senior university officials who are primarily concerned with maintaining public faith in an overburdened system.

Of course, this only happens if our proposals even get raised at department meetings. Increasingly, the undergraduate report has been moved to the end of the agenda, after two hours of discussion about the latest funding opportunities, proposals for collaboration with other entities, proposals to create new graduate programs, and so on. Often, there is not enough time remaining to cover our agenda, so we must either truncate a 30-minute discussion into three or four minutes or else table our report until the next meeting where we will again be asked to rush through the important points.

Adding to this is the fact that I, even as associate chair, cannot be included in the more sensitive discussions regarding issues relat-

ed directly to the undergraduate program because I am not a regular faculty member. When hiring new faculty members or promotion of existing members is discussed, the meeting has to pause while I and the other contract committee members gather our things and leave the room. Hiring and promotion decisions are then discussed and made without any effective representation of the undergraduate program.

The tendency to farm out undergraduate administration is understandable. I agree researchers and scholars with a proven track record deserve to be able to pursue their tasks with the kind of focus and commitment that would be compromised by heavy duty at the undergraduate level.

However, the notion that these same individuals must also be the wisest authorities when it comes to decisions that influence undergraduate education often leads to a dissociation between the nature of the decisions being made and the reality of the undergraduate experience. Such a dissociation cannot be maintained forever. If the only faculty members who truly understand the nature of the problems besetting undergraduate programs in our universities today are the ones without a voice in running those programs, then the future of our whole university system is threatened. ■

Glenn Ward is the associate chair of undergraduate studies in the department of health studies and gerontology at the University of Waterloo.

The views expressed are those of the author and not necessarily those of CAUT.

High Court Appeal Needed to Protect EI Benefits



By BARBARA CAMERON

THE Quebec Court of Appeal ruled Jan. 27, 2004 that maternity and parental leave provisions fall within the jurisdiction of provincial governments and exceed the exclusive federal jurisdiction over employment insurance. On Feb. 23, after intensive lobbying by labour and women's organizations, the federal government filed an appeal of the decision to the Supreme Court of Canada. That appeal was strongly opposed by Quebec organizations, and just as strongly supported by those from the rest of Canada.

The case originated in a dispute between the federal and Quebec governments around section 60(2) of the Employment Insurance Act which provides a kind of opting-out with compensation for provinces that have programs that replace in whole or in part the types

of benefits (maternity/parental, sickness, injury and others) offered under federal legislation. The opting-out takes the form of a reduction in premiums paid by employers and employees, which the province can recoup for its own benefits program. The special benefits at the centre of the dispute concerned maternity and parental leave provisions of the EI program.

The mechanism provided for in this section will be familiar to union members who were active in 1971 when sickness and pregnancy benefits were first introduced into the Unemployment Insurance Act. At that time, the federal government wanted to encourage employers who already had such plans in place to retain them. It therefore provided for a reduction in employer and employee contributions in a section that is now 69(1).

Rather than simply reduce the premiums, the reduction takes the form of a rebate that goes to an employer to be applied to some project or activity the employer and em-

ployees mutually determine. In the case of my university, the rebate results in a \$50,000 annual contribution to the York University Faculty Association Trust, which in turn helps fund the faculty club.

Under pressure from a coalition of labour, community and women's organizations, then premier Lucien Bouchard announced in 1996 that Quebec would make use of this provision in the EI Act to help put in place a provincial program of parental leave. An initial round of negotiations took place in the wake of the near federalist defeat in the 1995 Referendum, at a time when Parliament was passing resolutions recognizing Quebec as a distinct society and approving the federal withdrawal from training and housing.

At this time, the federal position, as communicated by the Human Resources Development Ministry, was that Quebec could opt out of the federal program entirely in order to create a parental leave program fully integrated with the rest

of its family policy, which included \$5-a-day child care. Negotiations broke down over the formula for calculating the premium reduction, not over the principle.

Quebec attempted to restart negotiations after the federal government extended parental benefits to 35 weeks in 2000. From the correspondence between the two governments submitted to the Quebec Court of Appeal by the provincial government, it appears Jane Stewart, then HRDC Minister, did not even respond to letters from Quebec ministers between February 2000 and October 2001.

When she did respond, it was to articulate an entirely new position — that Quebec's parental leave program should take the form of a top-up and supplement to the federal program. In frustration over its inability to restart negotiations, Quebec turned to the court for a decision on the constitutionality of the federal government's maternity and parental leave benefits under the EI Act.

The Quebec Court of Appeal ruling is an odd one, containing giant leaps of legal reasoning and outdated notions of women's role in the labour force. On reading the decision, it is hard not to feel irritated with both the federal and Quebec governments. In a game of jurisdictional chicken, one government was prepared to put at risk an essential component of the very progressive Quebec family policy and the other the maternity and parental benefits within EI that labour and women's organizations fought for over many decades.

The Quebec decision is advisory and does not strike down the federal law, that would require a separate legal case challenging the provisions of the law. If that were to happen, the Quebec Court of Appeal ruling would be treated as a precedent in Quebec and courts in the rest of Canada would be free to follow or depart from it. The

See APPEAL Page A4 ☞

LE MOT DU PRÉSIDENT

Le rôle accru des professeurs au sein de la gouvernance



Par VICTOR CATANO

UN article paru récemment dans *The Chronicle of Higher Education* portait sur le « système de gouvernance inhabituel » en place à l'Université de Cambridge. Dans cet établissement, la responsabilité de la prise de décisions sur les questions universitaires et non universitaires incombe à l'administration et au corps universitaire. Les 3 000 membres du corps administratif, le « Regent House », ont le droit de voter sur chaque question d'importance et d'établir des politiques et de prendre des décisions sur l'orientation stratégique de l'université. Ce régime démocratique placé sous la direction du corps professoral a été instauré en 1209. Comme c'est souvent le cas dans une véritable démocratie, ce système peut s'avérer désordonné, inefficace et chronophage lorsque chaque membre peut exercer son droit de parole et son droit de vote.

En 2002, le gouvernement britannique a jugé ce système difficile à gérer lorsqu'il a voulu que Cambridge modifie ses politiques de propriété intellectuelle pour faire en sorte que l'université devienne propriétaire de pratiquement tout ce qui est produit par les professeurs. Tout comme dans le cas de la plupart des universités canadiennes, les droits de la propriété intellectuelle appartiennent aux créateurs, c'est-à-dire les universitaires. Au Canada, ces droits sont garantis dans les conventions collectives ou les ententes cadres. Les droits de propriété intellectuelle constituent peut-être l'une des questions les plus importantes du moment.

Le mois dernier, les membres du corps professoral de l'Université Acadia ont déclenché la grève. L'une des principales questions au

coeur du différend concernait la propriété intellectuelle et la volonté de l'administration universitaire de devenir propriétaire des produits créés par les professeurs. Des différends sur la propriété intellectuelle ont été soulevés récemment dans d'autres universités. Celles-ci cherchent à contrôler la propriété intellectuelle en vue de commercialiser les travaux des professeurs et d'utiliser les revenus qui en découlent pour compenser les compressions effectuées par le gouvernement. Les présidents d'université se sont également engagés, ainsi que leurs universités, à augmenter largement le montant des travaux de recherche commercialisés sur les campus. Le droit afferme à la propriété intellectuelle est essentiel à la réalisation de ces plans.

À Cambridge, le débat sur la propriété intellectuelle se poursuit un an et demi plus tard, au grand dam de l'administration. Les tentatives en vue de réformer le système de gouvernance à Cambridge ont aussi échoué malgré la thèse des réformistes suivant laquelle la Regent House « ne peut absolument pas prendre de décisions ». Le corps professoral a rejeté par vote une proposition visant à conférer au vice-recteur les pouvoirs équivalents à ceux d'un chef de la direction. Les réformistes, quant à eux, veulent aligner le système de gouvernance de Cambridge sur ceux des autres universités britanniques et de la quasi-totalité des universités américaines où un conseil d'université (c'est-à-dire un bureau des gouverneurs) composé de quelques universitaires et d'une majorité de gens d'affaires de l'extérieur est chargé d'administrer l'université.

Au Canada, le corps professoral maintient qu'il doit jouer le rôle directeur dans la prise de décisions et l'établissement des politiques en matière d'enseignement.

Dans presque toutes les universités canadiennes, la gouvernance est partagée entre un sénat qui détient apparemment le contrôle des décisions et des politiques en matière d'enseignement et un bureau des gouverneurs qui s'occupe des finances et de la gestion. Au cours des dernières années, les universitaires se sont demandé si le sénat fonctionnait comme il faut. Lorsque les administrateurs sont en désaccord avec une décision du sénat, ils font valoir que la décision doit être confirmée par le bureau des gouverneurs, auquel le sénat est asservi. La fermeture de deux collèges à l'Université Trent en est une parfaite illustration.

À d'autres moments, le sénat se préoccupe de questions administratives générales et évite de discuter sérieusement les questions de première importance. Rien d'étonnant que les universitaires soient si nombreux à se montrer peu enclins à faire partie du sénat, dont les pouvoirs tendent à s'éroder avec le temps. Et bon nombre de ceux et celles qui deviennent membres du sénat le font pour occuper une place plus préminente parmi les administrateurs et seront ceux et celles qui progresseront vraisemblablement dans les postes de l'administration. La conséquence de tout cela, c'est que les sénats d'aujourd'hui sont beaucoup plus faibles que ceux d'il y a 30 ou 40 ans.

Que peut-on ou devrait-on faire à cet effet? Le corps professoral devrait chercher à améliorer les sénats de façon qu'ils privilégient davantage la transparence, ou devrait-on s'en désintéresser totalement et chercher à préserver la collégialité par d'autres moyens? Je pense que l'on a répondu à la question.

Dans un grand nombre d'universités canadiennes, le corps pro-

Voir GOUVERNANCE à la page A5

CAUT Joins Coalition Opposing Tuition Hikes

CAUT continues to push for increased federal funding for post-secondary education and continues to enlist allies in the struggle.

Last December the association took another step in that direction by joining a coalition concerned with the impact of high tuition fees for professional programs.

"As part of our work on our national forum on access last year, we developed a close working relationship with the Canadian Medical Association, the Canadian Dental Association and the Canadian Bar Association, and accepted their invitation to join them in the National Professional Association Coalition on Tuition," said CAUT executive director James Turk.

The coalition is an advocacy group of national professional associations representing architecture, dentistry, law, medicine, nursing, pharmacy, physiotherapy and veterinary medicine. The Canadian Federation of Students is also a member.

"The coalition opposes steep hikes in tuition for professional programs, and is concerned the shortfall in government funding for post-secondary education driving the tuition fee increases further threatens the supply of professional required to serve the needs of the Canadian public," Turk said.

In 2003, Statistics Canada reported that tuition costs for medical school increased by more than 16 per cent, law school fees rose more than 19 per cent and dentistry fees increased by almost 21 per cent over the previous year.

"More and more qualified Canadians are deterred from post-secondary education as tuition fees continue to spiral out of control and government initiatives like replacing grants with loans lead to more student debt," Turk said. "The issue of shifting the financial burden to students has serious implications for access, and we've allied with the coalition to push for national reforms together." ■



March 8 — York University's Osgoode Hall law students quit school for a day to protest a proposal for a \$3,000 tuition fee increase.

Faculty Say in Governance

From PAGE A3

(i.e., a board of governors) composed of a few academics and a majority of outside business people are responsible for governing the university.

In Canada, academic staff have maintained they must play the leading role in making educational decisions and setting educational policy. In almost all Canadian universities governance is split between an academic senate that ostensibly has control of educational decisions and policy and a board of governors that deals with finance and management issues. In the last several years, academics have questioned whether senates function in an appropriate manner. When administrators disagree with a senate decision they argue the decision must be confirmed by the board, to which senate is subservient. The closure of two colleges at Trent Uni-

versity is a perfect illustration of this.

At other times, senates concern themselves with administrative and avoid meaningful discussion of significant issues. Not surprisingly, many academics have become apathetic towards serving on senates whose powers have eroded over time. And many who do stand for senate office do so to raise their profile with administrators, and can be relied on to go along with the administration's positions. The result of all this is that today's senates are much weaker than those of 30 or 40 years ago.

What can or should be done about this? Should academic staff work to improve senates to make them more transparent and open, or should we ignore senates altogether and seek to maintain collegiality through other means? I think the question has been answered.

At many Canadian universi-

ties, academic staff have already adopted the Cambridge model of democracy. Rather than work through senates, academics have chosen to deal with essential issues like intellectual property, tenure, academic freedom, promotions, program redundancy, teaching evaluations, faculty renewal and complement through collective bargaining. In the early days of collective bargaining, a faculty union was thought to be antithetical to a system of collegial governance. Nothing could be farther from the truth. Collective agreements have become the best expression of collegial governance in Canadian universities. Like at Cambridge, every faculty member has a say in proposing bargaining positions and has a vote in adopting, or not, the final negotiated positions through ratification of their collective agreement.

Some faculty associations try to walk a fine line and not to impinge

on roles or policies that normally fall to senates. It is perhaps time faculty associations reviewed that practice, just as it is timely for CAUT to review its position on governance that relies on senate as the basis of collegiality. Our concerns should not be about stepping on senate territory but looking to build into collective agreements mechanisms that increase the role of academic staff in the governance of their institution. ■

This column is dedicated to the memory of Edwin Anderson, a past president of both CAUT and the University of Manitoba Faculty Association and a former secretary of senate at the University of Manitoba. Ed, whom I had the pleasure of working with when he was CAUT president, died Feb. 15 of cancer. Whether through faculty associations or senate, Ed believed in academic staff playing a strong role in university governance.

Versión française à la page A4.

Appeal Needed to Protect EI Benefits

From PAGE A3

decision does not prevent negotiations between Quebec and the federal government under section 69(2) of the current Act and these are already underway.

However, an appeal to the Supreme Court is necessary to confirm the scope of federal jurisdiction and to ensure politicians do not use the Quebec ruling to weaken or prevent improvements to the maternity and parental provisions in the EI Act. ■

Barbara Cameron is an associate professor of political science in the Atkinson School of Social Sciences at York University and is a member of CAUT's Status of Women committee.

The views expressed are those of the author and not necessarily those of CAUT.

NEWS ACTUALITÉS

PEI Faculty Ratify First Contract

'Long & difficult negotiations' yield a good first contract.

MEMBERS of the University of Prince Edward Island Faculty Association voted Feb. 13 to ratify their first collective agreement with the university, which was reached after more than two years of bargaining.

Faculty association president Larry Hale said after the vote: "Our members are pleased with the outcome of these long and difficult negotiations. The improvements we achieved show that unionization was a very important step in the life of our faculty association."

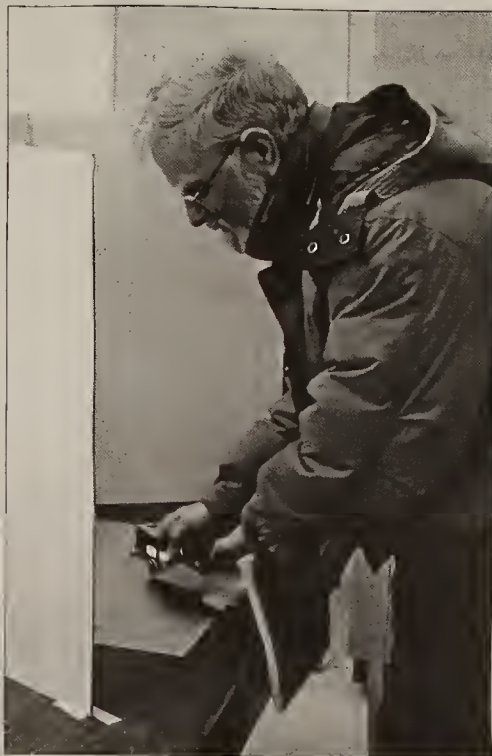
The five-year agreement calls for a 15 per cent pay raise for full-time faculty and librarians over the life of the agreement and a 26.7 per cent increase in the per course payment for sessional staff with an additional 6 per cent in lieu of benefits. Sessionals also now have seniority rights through a roster, and right of recall after teaching a course for three times.

The hourly rate for clinical nursing instructors (half-time positions for eight months a year) increases by 20.9 per cent over the life of the agreement. Instructors will also receive an additional 6 per cent in lieu of vacations, a new shift premium of \$1.50 an hour for night and weekend work, and a professional development expense reimbursement of \$360 (40 per cent of the amount for full-time faculty and librarians).

The contract also provides for a pool of 75 courses a year available for workload reduction, and it adds a research start-up grant of \$2,500 for new faculty members.

Full salary top-ups are provided for 10 weeks of parental leave, and the contract requires the university to pay its share of pension and benefits for the full 35 weeks of parental leave.

Also for the first time, clinical faculty in the Atlantic Veterinary College will receive \$150 a week while on call and \$70 per billable hour of work performed on emergency calls, and the university also agreed to pay for all necessary personal protective equipment.



Voting Days — Members of the University of Prince Edward Island Faculty Association ratify a first contract with the university in February.

Layoffs can now only occur under financial exigency that can be declared by the board of governors only if it is first recommended by a committee composed of two members appointed by the board, two by the faculty association and a jointly determined chair.

Intellectual property provisions will give members ownership of traditional works of authorship, control over commercialization of intellectual property, and shared ownership (50:50) with the university when the member uses university facilities beyond what is normally provided. Normal provision includes use of laboratories and staff services to keep the laborato-

ries in operation.

A new justice and dignity clause provides full pay and benefits in cases of dismissal, for six months or until an arbitrator's decision, whichever comes first. There is language for expedited arbitration in cases of dismissal.

CAUT chief negotiations officer Neil Tudiver said congratulations were in order for the faculty association leadership and the entire membership. "The collective agreement provides rights and benefits that are far beyond what existed in the previous handbook," Tudiver said. ■

Version française à la page A6.

CAUT Asks Senate to Delay Passage of C-7

On March 4, 2004, CAUT president Victor Catano and executive director James Turk wrote on behalf of CAUT to the Canadian Senate raising concern over Bill C-7: The Public Safety Act. Alarmed at measures contained in the legislation, CAUT is asking the Senate to delay the passage of this bill.

We are writing to express our utmost concern about Bill C-7: The Public Safety Act (formerly Bill C-17), which is currently being debated in Senate and is slated for final review by the Senate Transport Committee. This bill allows for the collection of personal information about Canadians and for the sharing of this information with foreign governments with wholly inadequate controls. It represents a grave risk to Canadians' rights and freedoms, and to Canadian sovereignty.

In the wake of the Arar case, we are dismayed that our government would remain intent on passing such a law. Clearly it is meant to implement the post-Sept. 11 Smart Border Action Plan negotiated without Parliamentary oversight. The plan envisions the deep integration of Canadian and American police and security intelligence, the merger of databases, the sharing of information and the risk assessment of individuals by data mining computer programs of the type we have seen outlined in the American Total Information Awareness and CAPPS II programs. The inventors of this technology admit it will generate a disturbing percentage of false positive assessments. The dangers of ethnic profiling it presents are obvious.

We believe that the Smart Border Plan, like dozens of other bilateral agreements that have been

negotiated by the Bush Administration since Sept. 11, will feed into a larger American plan for a global surveillance system in which national governments will be powerless to protect their citizens once they have been identified by a foreign government as a security risk. This is the Arar case written large.

Canadians should be extremely alarmed by these developments and by the haste with which the federal government is pushing this legislation through. This is watershed legislation. It is distressing that it will be reviewed by a Senate committee, the Transport Committee, which has little or no expertise in constitutional and civil liberty matters and no scope to understand the legislation in its full context.

We urge you and your fellow Senators to take the position that this highly controversial and dangerous legislation not be approved before the conclusions of the Arar inquiry are made public and the three-year review of its companion piece, the Anti Terrorism Act has taken place. Then there must be a thorough examination of the proposed legislation, with ample time for public submissions before the Senate Committee on Legal and Constitutional Affairs.

Our organization, and many other mainstream organizations with which we are in communication, will give you outspoken support for following these recommendations — as will most Canadians when informed about the implications of the bill. ■

The legislative summary of Bill C-7 can be viewed at www.parl.gc.ca/common/Bills_1s.asp?lang=E&Parl=37&Ses=3&S=C7&source=Bills_House_Government.

Les professeurs auxiliaires de Queen's signent leur premier contrat

APRÈS six mois de négociations, les professeurs auxiliaires de l'Université Queen's ont ratifié leur première convention collective de trois ans.

Selon l'agent des services aux membres de l'Association des professeurs de l'Université Queen's (QUFA), Colin Galinski, « l'entente améliore sensiblement les conditions de travail, la rémunération, la sécurité d'emploi et les droits universitaires de l'unité de négociation des universitaires contractuels rémunérés selon la charge de cours ».

De plus, l'entente garantit les mêmes droits à la liberté universitaire que ceux accordés aux professeurs à temps plein et fixe pour les chargés de cours (les professeurs qui dispensent moins de deux cours par année universitaire) des salaires minimums variant de 5 000 \$ à 6 843 \$ par cours pour la première année. La rémunération pour les deuxième et troisième années sera majorée de l'augmentation d'échelon annuelle qui est négociée pour les mêmes années entre la QUFA et l'université pour les membres de l'unité de négociation des professeurs, des bibliothécaires et des ar-

chivistes. La rémunération minimum sera majorée d'un paiement de 3 % tenant lieu d'avantages sociaux.

Les membres auront droit à un remboursement annuel des frais de garderie d'au plus 1 000 \$ par enfant, à un remboursement des dépenses professionnelles, à une subvention à la recherche et au perfectionnement professionnel, à une compensation pour des services exigés par un chef de service ainsi qu'à l'accès à la bibliothèque et au service de messagerie électronique avant et après la période d'enseignement.

En plus des nouveaux processus d'affectation et de nomination, les membres auront le droit de refuser une première affectation après avoir dispensé le même cours deux fois et avoir reçu deux évaluations positives en deux ans.

« Non seulement cette entente est avantageuse pour les membres concernés, de dire M. Galinski, mais elle a été conclue à l'issue de négociations coopératives qui ont ouvert la voie à une mise en oeuvre harmonieuse. » ■

English on page A2.

Le rôle accru des professeurs au sein de la gouvernance

■ Suite de la PAGE A4

fessorat a déjà adopté le modèle démocratique de Cambridge. Au lieu de travailler dans le cadre établi des sénats, les universitaires ont choisi de recourir à la négociation collective pour s'attaquer aux questions fondamentales telles que la propriété intellectuelle, la permanence, la liberté universitaire, les promotions, la redondance des programmes, les évaluations de la qualité d'enseignement, le renouvellement du corps professoral et les effectifs. Au début de la négociation collective, un syndicat de professeurs d'université était considéré comme contraire à un système de gouvernance collégiale. Rien ne pouvait être aussi éloigné de la vérité. Les conventions collectives

sont devenues la meilleure représentation de la gouvernance collégiale dans les universités canadiennes. Comme à l'Université Cambridge, chaque membre du corps professoral joue effectivement un rôle dans la proposition des positions de négociation et détient un vote qui lui permet d'adopter ou de rejeter les positions négociées définitives au moyen de la ratification de la convention collective.

Certaines associations de professeurs essaient de faire la juste part des choses et de ne pas empiéter sur les rôles ou les politiques qui sont normalement du ressort des sénats. Il est peut-être temps que les associations de professeurs revioie cette pratique, tout comme il est approprié que l'ACPPU revioie sa position sur la gouvernance qui adopte le

sénat comme fondement de la collégialité. Ce dont il faut nous préoccuper, ce n'est pas de déborder sur le territoire des sénats, mais c'est plutôt de chercher à instaurer dans les conventions collectives des mécanismes qui accroissent le rôle du corps professoral dans la gouvernance de leur institution. ■

La présente rubrique est dédiée à la mémoire d'Edwin Anderson, ancien président de l'ACPPU et de l'Université de Manitoba Faculty Association et ancien secrétaire du sénat de l'Université du Manitoba. Ed, avec qui j'ai eu le plaisir de travailler lorsqu'il exerçait les fonctions de président de l'ACPPU, est décédé du cancer le 15 février dernier. Que ce soit par l'entremise des associations de professeurs ou du sénat, Ed croyait que le corps professoral avait un grand rôle à jouer dans la gouvernance des universités.

English on page A3.

Première entente pour les professeurs de UPEI

APRÈS plus de deux années de négociation, les membres de l'University of Prince Edward Island Faculty Association ont voté, le 13 février dernier, en faveur de la ratification de leur première convention collective conclue avec l'université.

Après le vote, le président de l'association des professeurs, Larry Hale, a déclaré : « Nos membres sont contents de l'issue de ces longues et difficiles négociations. Les progrès que nous avons réalisés montrent à quel point la syndicalisation était une étape très importante dans la vie de notre association. »

L'entente de cinq ans prévoit une augmentation de salaire de 15 % sur cinq ans pour les professeurs à temps plein et les bibliothécaires, et une augmentation de 26,7 % de la rémunération des charges de cours plus un supplément de 6 % tenant lieu d'avantages sociaux. De plus, les charges de cours acquièrent maintenant des droits d'ancienneté en fonction d'un tableau de service et deviennent un droit de rappel après avoir dispensé un cours trois fois.

Le taux horaire des enseignants cliniciens en sciences infirmières (postes à mi-temps de huit mois par an) augmente de 20,9 % au cours de l'entente. Les enseignants cliniciens toucheront aussi une prime de 6 % tenant lieu de congé annuel, une nouvelle prime de poste de 1,50 \$ l'heure pour le travail de nuit et la fin de semaine, ainsi qu'une indemnité de perfectionnement professionnel de 360 \$ (soit 40 % du montant attribué aux professeurs à temps plein et aux bibliothécaires).

Le contrat prévoit également une réserve de 75 cours par an en cas de réduction de la charge de travail et accorde une subvention de démarrage en recherche de 2 500 \$ aux nouveaux membres du corps professoral.

Le congé parental est pleinement rémunéré pour les dix premières semaines, et le contrat exige que l'université verse sa part de la pension et des avantages sociaux pour la durée maximale du congé parental, soit 35 semaines.

C'est aussi la première fois que le personnel enseignant clinicien de l'Atlantic Veterinary College touchera une indemnité de disponibilité de 150 \$ par semaine et de 70 \$ par heure facturable de travail exécuté par suite d'appels d'urgence, et l'université paiera pour tout l'équipement de protection individuelle nécessaire.

Dorénavant, les licenciements ne pourront se produire que pendant un état de nécessité financière qui peut être déclaré par le bureau des gouverneurs seulement s'il est d'abord recommandé par un comité composé de deux membres nommés par le bureau et d'un président nommé conjointement.

Les dispositions concernant la propriété intellectuelle accorderont aux membres la propriété des oeuvres traditionnelles créées par un auteur, le contrôle sur la commercialisation de la propriété intellectuelle et la propriété partagée (50/50) avec l'université lorsque le membre utilise les installations de l'université dans une mesure dépassant les services habituellement fournis. Les services habituellement fournis comprennent l'utilisation des laboratoires et des services du personnel nécessaires pour assurer l'exploitation des laboratoires.

Une nouvelle disposition sur la justice et la dignité prévoit que, en cas de congédiement, l'employé concerné aura droit à son plein salaire et à ses avantages sociaux pendant une période de six mois ou jusqu'à ce que la décision de l'arbitre soit rendue, selon le premier terme atteint. L'entente renferme des dispositions prévoyant l'arbitrage accéléré en cas de congédiement.

Le conseiller principal en négociations de l'ACPPU, Neil Tudiver, a déclaré qu'il convenait d'adresser des félicitations à l'association des professeurs, pour son leadership, ainsi qu'à l'ensemble de ses membres. Et d'ajouter M. Tudiver : « La convention collective accorde des droits et des avantages qui dépassent de loin ceux qui étaient prévus dans la convention précédente. » ■

English on page A5.

Your Taxes — Highlights of 2003 Changes

THERE were some important income tax changes proposed in the Feb. 18, 2003 federal budget. Among the more significant tax measures affecting individuals for the 2003 filing season were the following:

- Increasing the RRSP contribution limit to \$14,500 for 2003, \$15,500 for 2004, \$16,500 for 2005, and \$18,000 for 2006, with indexation of this limit thereafter.

- A phase in of the small business income tax rate for taxable income up to \$225,000 in 2003 with \$25,000 increments in each of the following three years.

During the 2003 year, the government announced it will legislate the reasonable expectation of profit test back to life. This is in response to the decision in the Stewart case. Losses from a particular source will not be deductible against income unless an individual can demonstrate that there will be a reasonable expectation of profit from that source. This proposed rule will not come in to force until 2005. However, it could still apply to situations today.

In addition, there were several other announcements of note:

- On Dec. 5, 2003 the government introduced new rules that will shut down certain charitable donation tax shelters.

- The taxable benefit for employees with company cars may be reduced for 2003 and later years if annual personal driving does not exceed 20,000 km (up from 12,000 km) and where the employee's business use of the vehicle is 50 per cent or more of the kilometres driven (down from 90 per cent). ■

These and other changes have been included in CAUT's 2003 Income Tax Guide, available online at www.caut.ca/english/publications/tax or by contacting Louise D'Anjou (danjou@caut.ca).

CAUT's 2003 tax guide was edited by Roy Williams, senior partner of Rheaume Williams Kalbfleisch in Ottawa. Although CAUT cannot pay for individual tax consulting or tax advice, individual members with such questions can contact Mr. Williams at 613-236-4500 (online www.willfall.on.ca) and take advantage of CAUT-negotiated rates.

Version française à la page A2.

LETTERS

Essays Not Obsolete

With all due respect to Alexander Berezin (Letters, Bulletin, Feb. 2004), two classes worth of papers seems a questionable statistical sample upon which to base the claim that essay assignments have no educational value. Two hundred papers is approximately the amount of grading I do in a term-and-a-half, and after 16 years on the job my experience does not bear out his conclusion.

A vast amount of the material on the Internet is text-based, which is why the issue of plagiarism arose in the first place. Our students need to be trained to deal with this deluge of often less-than-reliable rhetoric or we will not be serving them well. The best way to achieve that is to make them able rhetoricians themselves.

Also, it is rather unusual pedagogy that suggests the proper re-

sponse to students having difficulty with a certain type of assignment is to do away with the assignment. Perhaps teaching them to succeed at it would be more appropriate.

"The medium is the message" is a catchy slogan, but Marshal McLuhan also asserted that books would become obsolete, and that nationalism would die under the influence of the electronic global village. The spectacular failure of both these predictions suggests the revolution is not yet ready to be televised.

This being the case, Professor Berezin should consider developing innovative ways to make his engineering students better essay writers, since the printed word looks to have a fair amount of life left in it yet.

RICHARD NEMESVARI
Chair, English
St. Francis Xavier University

IN MEMORIAM



Clarence Barber
CAUT President
1958-1959

Clarence Lyle Barber died on Feb. 26. Dr. Barber served as CAUT president from 1958 to 1959 and was for many years a leading professor of economics at the University of Manitoba. He made a major contribution to academic freedom in the late 1950s when he appointed the Vernon Fowke-Bora Laskin commission, which investigated and condemned the firing of Harry Crowe from United College in Winnipeg. This in turn led to the mass exodus of faculty from the college, which in turn supplied CAUT with its first two full-time executive secretaries: Stewart Reid and Percy Smith. In the late 1960s he served as sole commissioner of Canada's Royal Commission on Farm Machinery. He also served as president of the Canadian Economics Association, and authored many policy-oriented articles in the Canadian Journal of Economics and elsewhere. He was a member of the Royal Society of Canada and in 1988 he was awarded the Order of Canada.



Edwin Anderson
CAUT President
1985-1986

Edwin O. Anderson passed away in Winnipeg on Feb. 15, of cancer. Dr. Anderson had a remarkably successful academic career at the University of Manitoba as a member of the continuing education division where he played a leading role in developing many of the programs the division is renowned for. He served as vice-president, and then president of the University of Manitoba Faculty Association and subsequently the board of CAUT, including a term as president from 1985 to 1986. On his return to Manitoba, he served a 12-year term as secretary of Senate, the university's academic governing body, until his retirement in 1998. In recognition of his exceptional contributions to academics, and the broader society, in 2004 the University of Manitoba awarded him the highest honour it can bestow on an individual: the degree Doctor of Laws, honoris causa.

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HOMEWORK!

The Weight of a Full Load of Bricks

Several bricks of various sizes are given, but none of them weighs more than one kilogram. It is known the bricks cannot be divided into two sets for which the total weight of each set is greater than one kilogram. Find the highest possible total weight of all the bricks.

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B17.

BOOKSHELF COIN DES LIVRES

QUICK REVIEWS



Government and Politics in Africa

William Tordoff. Bloomington & Indianapolis: Indiana University Press, 2002; 352 pp; ISBN: 0-253-21545-5; paper \$22.95 us.

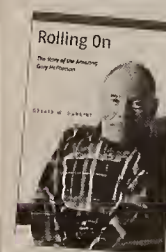
This new updated edition provides comprehensive coverage of Africa's contemporary politics and is set in a clear historical context, with a wealth of illustrative material and broad-ranging examples. Issues discussed in the book include the state in relation to the market economy, women, AIDS and the policies of multinational pharmaceutical companies, the politics of patronage and corruption, international aid and the slow provision of debt relief. Increased coverage is given to both North and South Africa, and key issues such as elections and land in Zimbabwe and genocide in Rwanda are fully ventilated. Each chapter has been revised to take account of recent developments and recent research, with a new chapter on 'Political Liberalisation and Economic Reform,' which analyses Africa's democratic prospects.



Collaborer pour apprendre et faire apprendre : La place des outils technologiques

Colette Deaudelin et Thérèse Nault, rédactrices. Québec : Presses de l'Université du Québec, 2003; 196 p; ISBN : 2-7605-1228-2; 32 \$ can. (cartonné).

Les récentes réformes en éducation encouragent le recours à l'apprentissage par les pairs et prônent le développement de compétences liées aux technologies de l'information et de la communication (TIC). Or, depuis au moins une décennie, des formateurs exploitent de nouveaux environnements favorisant les interactions entre apprenants sans toutefois examiner de façon systématique l'apport des nouvelles technologies à ce type d'apprentissage. Dans cet ouvrage, les auteurs présentent quelques designs d'environnement d'apprentissage et étudient l'impact de tels dispositifs sur les nouvelles façons d'apprendre.



Rolling On: The Story of the Amazing Gary McPherson

Gerald W. Hankins. Edmonton: The University of Alberta Press, 2003; 216 pp; ISBN: 0-88864-405-1; paper \$24.95 ca.

Gary McPherson contracted life-threatening polio during the epidemic of 1955 which left him a quadriplegic. He retains just enough coarse movement in his left hand to click a mouse and enough strength in his left leg to push his wheelchair backwards a few feet. Gary cannot feed himself or comb his hair. Yet his achievements are amazing. He is a husband and father, has coached championship sporting teams, is past chair of the Alberta Premier's Council on the Status of Persons with Disabilities, and is currently both a lecturer in the School of Business at the University of Alberta and executive director of the Canadian Centre for Social Entrepreneurship.

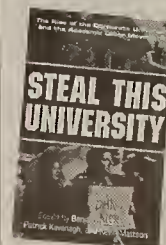
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Grad Students Lead Fight to Unionize in the U.S.



Steal this University: The Rise of the Corporate University and the Academic Labor Movement

Benjamin Johnson, Patrick Kavanagh & Kevin Mattson, eds. New York & London: Routledge, 2003; 265 pp; ISBN: 0-415-93484-2; paper \$28.95 ca.

By DONALD C. SAVAGE

FACULTY unionization in the United States and Canada started in much the same way in the 1960s and 70s, but the American version ran into a legal roadblock in 1980 when the Supreme Court decided by a 5-4 vote in *Yeshiva* that faculty were part of management and thus could not unionize. This judgment applied only to private universities such as Harvard and Yale, but governors and legislatures across the land took heart from this and passed legislation to prohibit or limit collective bargaining in the public sector. A handful of states such as New York and California resisted, but the results have been clear. While most faculty in Canada are unionized, most in the U.S. are not.

In recent years there has been a revival of interest in the U.S. particularly among the most exploited in American universities — graduate students, part-time and full-time non-tenure track faculty, none of whom by the wildest imagination could be considered management. Among the liveliest have been the graduate students. This book is a collection of essays reporting from that front.

Most people in academe know that community colleges in the U.S. rely on armies of part-time and non-tenure track faculty. But fewer will be aware of how the major private universities in the eastern U.S. are among the most notorious of employers of graduate students, the untenured and the support staff. This book will disabuse them of any illusions.

The centrepiece is the battle for unionization of graduate student teaching assistants at New York University (a private university not to be confused with its public cousin City University of New York). An intercepted e-mail from the dean of the school of education, which was used in evidence in a related case, says it all: "We need people we can abuse, exploit and then turn loose." NYU, cheered on by most of the administrations of Ivy League universities, fought the union tooth and nail. It could hardly, however, argue that the graduate students were management.

It, therefore, turned to two tactics. One was to argue that graduate students were not employees because their work was part of their education. The union replied with witnesses describing "such educational activities as blanching asparagus for departmental meetings... booking hotel rooms for a conference" and endless "xeroxing" (p.153). More pointedly, witnesses testified that teaching assistants did more than 50 per cent of the teaching in the College of Arts and Sciences and 80 per cent in its core undergraduate curriculum. The National Labour Relations Board was not impressed by the administration's arguments.

The second administrative tactic was good old-fashioned union-busting. It spent prodigiously on legal fees to a law firm well-known for such tactics. This involved as much delay as possible since graduate student bargaining units are by definition volatile in membership. A memo went to faculty suggesting how

they could intimidate graduate students and still stay within the law. The administration refused to give the union the legally-required list of all members of the bargaining unit citing student privacy, but phoned and mailed these students itself thereby violating their privacy. It tried to include MBA students in the bargaining units even though they were not paid by the university. It tried to intimidate and to divide international students from the rest. It tried scare tactics about fees, strikes and faculty/student relations.

One has to admire the street smarts of the students and of their agent, the United Autoworkers. They didn't ask the faculty for support but rather for neutrality and further asked them to pressure the administration to take the same stance, thereby neutralizing many of the anti-union faculty. The mantra was let the graduate students decide for themselves. They secured support from a wide range of the liberal intelligentsia of New York, including the New York Times among many others.

They found support in the liberal churches. They turned up at the state legislature when NYU was soliciting funds and persuaded Democratic members from the city to ask pointed questions about the graduate students. They worked with the support staff union and with the building trades unions who had their own problems with the university.

Once the NLRB had sided with the students and once they had won the election, the administration stalled on negotiations. The president of Yale, Richard Levin, urged NYU to break the law and refuse to bargain. In the end the administration capitulated and negotiated a contract. It was an important precedent among the private universities.

Other chapters deal with the AAUP-inspired coalition in Boston, the contract in the California State University system with the California Faculty Association, and the failed campaign in Minnesota. The chapter on Yale gives names of distinguished faculty who blacklisted their own graduate students because they supported the union. One chapter deals with the successful campaign to persuade the MLA to find and publish the rates of pay in English and modern language departments across the country. One particularly American aspect of all this is the importance of health benefits which many graduate students cannot afford to buy in the open market.

The authors attempt to provide a more general analysis, arguing that whereas in the past critics were concerned with attempts by corporate America to influence the universities (the Monsanto campaign etc.), now the universities have become corporations themselves and act no differently from any other such employer, particularly in their desire to turn departments into profit centres, casualize their labour, and union bust with the zeal of the Rockefeller of old. ■

Donald C. Savage is a consultant in higher education, former executive director of CAUT and an adjunct professor of history at Concordia University.

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- Fellowships are given for periods ranging from three to twelve months. Tenure cannot begin until Government of India approval has been obtained (tentatively by March following the competition year).
- Deadline for receipt of complete applications is **June 30, 2004**.
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CONTACT INFORMATION

For application forms and details visit our web site: <http://www.sici.org>.
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CARRIERS CARRIÈRES

A

■ **AGRICULTURAL & FOOD SCIENCE** — The University of Manitoba. The Faculty of Agricultural and Food Sciences, invites applications and nominations for the position of Head of the Department of Food Science (position #AAE566) for appointment as associate professor/professor with tenure. The Department of Food Science currently consists of eight academic staff and seven support staff. The Department offers an undergraduate program accredited by the Institute of Food Technologists and a graduate program leading to a Master's degree. The Department has a vigorous research program and currently administers an Interdepartmental PhD program with the Departments of Animal Science and Human Nutritional Sciences. The Department also offers short courses primarily directed at upgrading the skills of personnel in industry and government and will be directly involved in the research activities in the Richardson Centre for Functional Foods and Nutraceuticals set to open in 2005 in the University of Manitoba's SmartPark. The Head of the Department of Food Science is expected to provide strong leadership, to administer and participate in the teaching, research and public service activities of the Department and to promote collaboration with other university departments and food related organizations outside the university. Applicants must have a PhD degree in food science or a related discipline. The successful candidate will have demonstrated excellence in research, education and leadership and will have the capacity to project a vision for the Department. Expertise in functional foods and nutraceuticals is desirable. Sufficient knowledge and interest in the Canadian agri-food

industry and willingness to interact effectively with other sectors of the food industry are required. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Information for referees plus links to information about the University of Manitoba and the City of Winnipeg are on the Food Science Department's website www.umanitoba.ca/ats/food_science. Effective date of appointment is September 1, 2004. The appointment is for a five-year term, unless specified otherwise at the time of appointment, with the possibility of renewal. Applicants should submit a description of their qualifications as they relate to the position, a curriculum vitae and letters from at least three referees (sent via email, fax or regular mail before April 2, 2004) to: Dr. Harold Blamason, Dean, Faculty of Agricultural and Food Sciences, The University of Manitoba, Winnipeg, Manitoba R3T 2N2, umanitoba.ca, email: Harold.Blamason@umanitoba.ca, Phone: (204) 474-9380. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **ANESTHESIOLOGIST** — The University of Alberta. The Department of Anesthesiology & Pain Medicine, due to expanding service demands, has a clinical (fee per service) faculty position available as of July 1, 2004. Applicants will have an MD or equivalent degree, and have passed either the Anesthesiology specialty exams of the Royal College of Physicians and Surgeons of Canada, or an equivalent examination. Candidates must be willing to be involved in the teaching of residents and facilitating clinical research. The University of Alberta pro-

vides an active and stimulating environment. Successful candidates will join a group of 47 anesthesiologists situated at the University of Alberta Hospital, a state-of-the-art tertiary care and academic center, which acts as the major referral center for Northern Alberta, the Northwest Territories and parts of the northeastern British Columbia with a referral base of over 1.5 million people. The anesthesiology group provides services to patients at WMC, the Stollery Children's Health Centre, the Cross Cancer Institute and Leduc Hospital. Interested individuals are invited to send curriculum vitae and three letters of reference to: Barry A. Finegan, MB, FRCSC, FRSC, Professor and Chair, Department of Anesthesiology & Pain Medicine, 382.32 Walter C. Macdonald Health Sciences Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2R7, Fax: (780) 407-3200; Email: Luis.Guillbert@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ANTHROPOLOGY** — Saint Mary's University. The Department of Anthropology invites applications for a tenure-track position at the rank of Assistant Professor starting July 1, 2004. The Department is seeking an individual with a research background in Forensic Archaeology/Anthropology who is committed to excellence in undergraduate teaching. Applicants should have a PhD or be a qualified candidate. The successful candidate will be expected to teach forensics at the Introductory level, various upper level courses, and contribute to curriculum development at departmental and institutional

levels. The Department of Anthropology has a strong research commitment to the University's interdisciplinary programs, outreach activities and community-based partnerships. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier including evidence of teaching effectiveness a sample of recent scholarly writing, graduate school transcripts, and the names of three referees to: Dr. Stephen Dave, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic applications may be submitted to Ms. Monica Lewis: monica.lewis@smu.ca. Applications will be considered until 30 April 2004 or until the position is filled. Saint Mary's University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both fulltime and parttime students; to carry out research and disseminate its results, and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through effective integration of teaching and research.

■ **ANTHROPOLOGY** — The University of Windsor invites applications for a 12-month limited-term faculty position in the areas of Anthropology and/or Quantitative Methods at the rank of Lecturer or Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Chair, Appointments Committee, Department of Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519-253-3000, Ext. 2190; Fax: 519-971-3621; Email: lynne@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drabich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ARABIC** — York University. The Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, Toronto, Ontario, Canada seeks an Assistant Professor for a three-year, contractually limited position in Arabic. Details in full page ad in this issue and at <http://www.yorku.ca/academics>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/academics> or a copy can be obtained by calling the Affirmative Action office at (416) 736-9713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Deadline for completed applications is March 31, 2004.

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Two Postdoctoral Fellowships (\$35,000 CAD) are available for two years each, starting July 2004. Applicants are sought for projects that fall within one of the areas listed above, with particular reference to areas such as biometrics, national ID card systems, airport surveillance and security, online surveillance, workplace monitoring, customer relationship management, and information privacy policies. Successful applicants will work closely with the project team. Further details may be found at <http://qsliver.queensu.ca/sociology/Surveillance/intro.htm>.

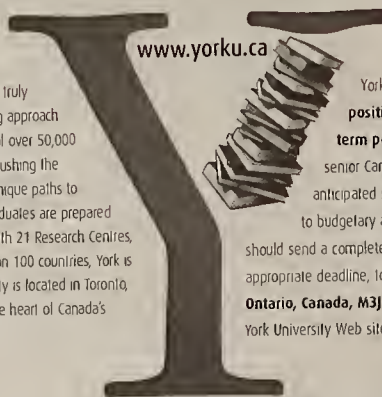
Some knowledge of surveillance and privacy issues and of the sociology of communication and information technologies is an asset. Applicants should have social science training, preferably a PhD in sociology or business. Some teaching responsibilities may be available to qualified candidates.

Please send a curriculum vitae, transcripts, a sample publication or work-in-progress, three letters of reference and a cover letter by April 15 2004 to: Project Manager, The Surveillance Project, c/o Sociology Department, Queen's University, Kingston, Ontario, Canada K7L 3N6.

CAREERS CARRIÈRES

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FACULTY OF ARTS

The Faculty of Arts is the largest arts faculty in Canada, offering a comprehensive range of undergraduate disciplinary and interdisciplinary programs of study, and is the major contributor to York's arts-related graduate programs. The guiding principles of the Faculty's mission are academic excellence, innovation and social responsiveness.

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Applications, including an up-to-date curriculum vitae and the names of three referees, should be sent to: Professor Maigo Gewurtz, Chair, CRC Nomination Committee, Office of the Master, Founders College. E-mail: mgewurtz@yorku.ca. Tel: 416.736.5148. Fax: 416.736.5732.

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Applications are invited for a tenure-stream cross-appointment between the Program in Professional Writing in the Department of English (2/3) and the Centre for Academic Writing (1/3). The successful candidate will have particular expertise in writing pedagogy and the mechanics of style. Expertise in one or more of the following is a considerable asset: the history and future of the book; research methods; one-to-one tutoring; ethics in workplace writing. Some professional writing or editing experience outside of the university is highly desirable. Qualifications include a PhD or equivalent in rhetoric, professional writing, journalism, communications or composition, and demonstrable excellence in both teaching and research. The successful candidate will be a key contributor in building York's developing program in Professional Writing. The candidate will be expected to step into a rotation for teaching a large first-year lecture course, offer upper-year courses in areas of particular expertise and, either immediately or very soon, contribute to the graduate program in English. Deadline to apply: **March 26, 2004**.

A letter of application, curriculum vitae, three confidential letters of recommendation and a sample of the applicant's written work (no longer than 25 pp.) should be sent directly to: Professor Kim Ian Michasiw, Chair, Department of English, Faculty of Arts. E-mail: michasiw@yorku.ca. Tel: 416.736.5166. Fax: 416.736.5412. Note: E-mail applications will not be accepted.

Geography –

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A letter of application, a curriculum vitae, and three letters of reference should be sent to: Dr. J. Radford, Chair, Department of Geography, Room N418, Ross Building. Tel: 416.736.5107. Fax: 416.736.5988.

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Applications are invited for a one-year contractually limited appointment in Classical Studies. The preferred area of specialization is Greek literature and culture. Candidates should have a PhD in Classics in hand by the time of appointment, and demonstrated excellence in teaching and research. The successful candidate will be required to teach a wide range of undergraduate courses (including Foundation courses) in Classical Studies; these may include language courses in Latin and/or ancient Greek. For further information about the Division of Humanities, see www.arts.yorku.ca/human; for details about the Program in Classical Studies, see www.yorku.ca/classics. Deadline to apply: **March 31, 2004**.

Salary commensurate with qualifications. Competitive benefits offered. A letter of application, curriculum vitae, writing sample, and three confidential academic references should be sent directly to: Professor D. Fieake, Chair, Division of Humanities. E-mail: dfeake@yorku.ca. Tel: 416.736.5158. Fax: 416.736.5460.

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CAREERS CARRIÈRES

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Applications are invited for a three-year contractually limited appointment in Hindi. A PhD in a field relevant to teaching Hindi language and culture is required. Candidates who will complete the PhD degree in the near future are invited to apply, but, if hired, the initial appointment is at the level of Lecturer until the degree is granted. The position will have primary emphasis on teaching Hindi language at all levels, therefore, experience teaching credit courses in Hindi language and South Asian culture at the university level is required. Experience teaching Hindi linguistics is an asset. Familiarity with multimedia materials and approaches is desirable, as is a background in language program development and co-ordination. The person appointed will have a current record of relevant publications and conference presentations. Publications in the areas of Hindi language, culture, literature or linguistics will be considered. Native or near-native fluency in Hindi and English is required. Deadline to apply: March 31, 2004.

Languages, Literatures and Linguistics – Korean

Applications are invited for a three-year contractually limited appointment in Korean. A PhD in a field relevant to teaching Korean language and culture is required. Candidates who will complete the PhD degree in the near future are invited to apply, but, if hired the initial appointment is at the level of Lecturer until the degree is granted. The position will have primary emphasis on teaching Korean language at all levels, therefore, experience teaching credit courses in Korean language and culture at the university level is required. Experience teaching Korean linguistics or literature is an asset. Familiarity with multimedia materials and approaches is desirable, as is a background in language program development and co-ordination. The person appointed will have a current record of relevant publications and conference presentations.

Publications in the areas of Korean language, culture, literature or linguistics will be considered. Native or near-native fluency in Korean and English is required. Deadline to apply: March 31, 2004.

Languages, Literatures and Linguistics – Linguistics

Applications are invited for a one-year contractually limited appointment in Linguistics. Qualifications: PhD, strong research record, publications and demonstrated teaching ability. We are seeking a candidate whose primary area of expertise is in the area of second language acquisition and sociolinguistics. The Linguistics Program at York offers a broad range of courses and encompasses a variety of interests and theoretical approaches. The successful candidate will be expected to contribute to the Graduate Program in Theoretical and Applied Linguistics. Deadline to apply: March 31, 2004.

Salary will depend upon qualifications and experience. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, teaching evaluations, and representative publications and/or teaching materials should be sent to: Professor Nicholas Elson, Chair, Department of Languages, Literatures and Linguistics, 5561 Ross. E-mail: nelson@yorku.ca Tel: 416.736.5016. Fax: 416.736.5483. Note: E-mail applications will not be accepted. Candidates should also arrange for three letters of recommendation to be sent directly to the Chair prior to the application deadline, and should list the name, position, e-mail address and telephone numbers of those referees on the application letter.

Philosophy –

Ethics: Political and Moral Theory

Applications are invited for a one-year contractually limited appointment in Ethics: Political and Moral Theory. Candidates should have a PhD in Philosophy and demonstrated excellence in teaching and research. The successful candidate will be required to teach a wide range of courses. For further information, see www.arts.yorku.ca/phil. Deadline to apply: March 31, 2004.

Salary commensurate with qualifications. Competitive benefits offered. A letter of application, curriculum vitae, writing sample, and three confidential academic references should be sent directly to: Chair, Search Committee, Department of Philosophy (S-430). E-mail: naddat@yorku.ca Tel: 416.736.5113. Fax: 416.736.5114.

Psychology – Clinical-Developmental Psychology

Applications are invited for a tenure-stream appointment in Clinical-Developmental Psychology. York's Psychology Department (Arts) is one of the largest psychology departments in North America, and offers doctoral programs in a number of areas in psychology. We are seeking to hire a candidate with solid clinical skills and a promising research record in evidence-based intervention or prevention modalities with children, adolescents or families. The candidate should have a strong interest in teaching and clinical supervision of graduate students. A PhD in Psychology is required, and applicants must be registered or eligible for registration with the College of Psychologists of Ontario. Deadline to apply: March 31, 2004.

Enquiries and applications with a curriculum vitae, three letters of reference, and relevant reprints should be directed to: Chair, Department of Psychology, Faculty of Arts, Attention: Clinical-Developmental Psychology Position. E-mail (Assistant to the Chair): apestano@yorku.ca. Tel: 416.736.5116. Fax: 416.736.5814.

Social Science – Law and Society

Applications are invited for a tenure-stream appointment in Law and Society. The Division of Social Science is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as housing numerous specialized interdisciplinary programs, including the Law and Society Program, which is one of the most established and largest undergraduate programs of its kind in Canada. Further details about the program can be found at www.arts.yorku.ca/lands/. The successful candidate will hold a PhD or equivalent, and show promise of excellence in research and publication in the interdisciplinary field of law and society. Areas of specialization are open. The program is, however, especially interested in candidates with a specialization in at least one of the following areas of socio-legal research: aboriginal issues, disability, comparative legal systems, or socio-legal theory. He or she must demonstrate a strong commitment to undergraduate teaching within an interdisciplinary context. In addition to upper-level courses in his or her area of specialization, the candidate should be prepared to teach one of the program's introductory courses. The successful candidate will show potential to be appointed to the Faculty of Graduate Studies. Deadline to apply: March 31, 2004.

Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and samples of publications, and to have three referees send letters of reference directly to: Professor Mary-Louise Craven, Chair, Division of Social Science, 5756 Ross Building. E-mail: mlc@yorku.ca Tel: 416.736.2100, ext. 77812. Fax: 416.736.5574.

Sociology – Sociology of Health and Global Sociology

Applications are invited for two tenure-stream appointments, one in Sociology of Health and the other in Global Sociology. Strong preference will be given to candidates who have completed their PhD at the time of the appointment. In exceptional circumstances, the appointment might commence on January 1, 2005. For full details on the positions, please consult the York Web site: www.yorku.ca/acajobs. Deadline to apply: March 31, 2004.

Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and samples of publications, and to have three referees send letters of reference directly to: Professor Alan Simmons, Chair, Department of Sociology. E-mail: SocISA@yorku.ca. Tel: 416.736.5015. Fax: 416.736.5730.

FACULTY OF FINE ARTS

York's Faculty of Fine Arts is one of Canada's largest and most comprehensive professional training and research institutions for fine arts and design. The Faculty comprises some 2,800 students and 165 faculty working in all areas of fine arts practice and scholarship.

Dance – Ballet, Dance in Education

Applications are invited for a tenure-stream appointment in Ballet, Dance Education. The successful candidate will specialize in teaching both upper-level ballet technique and studies in the areas of pedagogy/dance education, career development and mentoring, and have experience in supervising research and independent study projects. Extensive experience as a rehearsal director and/or production manager at the university or professional level is desirable, and other administrative experience in university and/or professional settings would be an asset. Additional qualifications of interest might include performance/choreography (any technique), experience teaching dance in secondary schools, dance and technology, dance in film/video, dance science/somatic education, dance history/writing, community dance, expertise in contemporary or world dance. The successful applicant will develop and maintain an active research profile, and participate in service to the department, the Faculty of Fine Arts, and the University, as well as appropriate outreach activities. The position will involve graduate teaching and supervision, as well as undergraduate teaching, and candidates must be appointable to the Graduate Program in Dance. The successful candidate will have an MA, an MPhil, or a PhD in Dance, a diploma from a professional dance teaching program, at least three years of successful experience teaching dance studies, studio courses and rehearsal direction in a university or professional setting, and performance experience in a professional company. Candidates must show excellence or promise of excellence in teaching and in scholarly research and publication. Deadline to apply: March 31, 2004.

A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference, and a teaching dossier should be sent to: Professor Penelope Reed Doob, Chair, Department of Dance, Faculty of Fine Arts. E-mail: pdoob@yorku.ca. Fax: 416.736.5743.

Design – Communication Design

Applications are invited for a 10-month contractually limited appointment in Communication Design, with undergraduate teaching responsibilities, effective August 1, 2004. The successful applicant will have the relevant graduate and/or undergraduate degree(s) in design, as well as teaching experience in at least two of the following areas: various graphic design courses, typography and/or information design; both digital and traditional formats at the undergraduate level. This appointment requires participation in departmental governance, recruiting and evaluation of incoming students. Candidates with strong teaching and/or extensive professional experience will be given preference. For more information, visit www.design.yorku.ca or www.yorku.ca/linearts. Deadline to apply: March 31, 2004.

Applications should include a curriculum vitae, a letter stating specific teaching interests, examples of candidate's design work, examples of former students' work (if available), and a list of live academic and/or professional referees whom we may contact. Please send all application materials to: Barb Batke, Administrative Assistant, Search Committee, Department of Design, 4006 TEL Building. E-mail: bbatke@yorku.ca Tel: 416.736.2100, ext. 77434.

MUSIC – Early Music Performance

Applications are invited for a tenure-stream appointment in Early Music Performance. The successful candidate will have a doctoral degree (or equivalent professional standing and experience), exceptional ability as an inspiring ensemble director and teacher (Baroque and/or Renaissance emphasis), promise of curricular innovation at both graduate and undergraduate levels, and demonstrated artistic and/or scholarly ability with an international or national reputation. Expertise in one or more additional areas (e.g., musicology, theory, improvisation, composition, etc.), and familiarity with a variety of approaches will be considered beneficial.

CAREERS CARRIÈRES

Y The department seeks someone who can respond to the opportunities created by eclectic course offerings and a diverse student body. The successful candidate will be expected to further curriculum development and program growth. The Department of Music offers a wide range of curriculum options to over 400 undergraduate and 50 graduate students. In addition to a comprehensive

program in performance history and theoretical study of Western art music, the department offers programs in composition, jazz, digital music, ethnomusicology, film music, popular music, recording technology, contemporary improvisation, and world music. Current degree offerings include: BA, Honours BA, Honours BFA, MA and PhD. Deadline to apply: **March 31, 2004.**

Applicants should submit a letter of application with a curriculum vitae, and arrange for three letters of reference to be sent directly to: Professor Michael Coghlan, Chair, Department of Music, Faculty of Fine Arts, 225 Winters College.

Theatre – Theatre Studies

Applications are invited for a one-year contractually limited appointment in Theatre Studies, with undergraduate teaching responsibilities. Applicants for the position are expected to have strong capability for, and interest in, teaching in at least one of the Theatre Studies area's four large-scale Theatre Survey courses: Theatre History from the Beginnings through the Renaissance; Restoration to pre-modern; Modern Western Theatre, including Canadian to 1980; and Contemporary World, including a focus on Canadian dramatic literature 1980 to the present. The department also offers an additional course in Aspects of Theatre for non majors. These courses follow the traditional lecture format and emphasize dramatic literature. The successful candidate will also be expected to demonstrate strength in one or more of the following Theatre Studies topics: Theatre in Africa, Asia, Middle East, Latin America; Theatre in Education; Puppetry; Criticism; Dramatic Theory; Gender Studies in Theatre and/or Queer Theatre. Candidates should have a PhD (or be ABD), and be active scholars. While this is an academic appointment in Theatre Studies, applied professional theatre experience would be an asset. Deadline to apply: **March 31, 2004.**

A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, teaching evaluations, and the names, addresses and telephone numbers (plus fax and e-mail, if possible) of three referees should be sent to: Professor Robert Fothergill, Search Committee, Theatre Department, 330 CFF. E-mail: lobl@yorku.ca. Fax: 416.736.5785.

Visual Arts – Canadian Art History/Curatorial Studies

Applications are invited for a tenure-stream appointment in Canadian Art History/Curatorial Studies. The Visual Arts Department is one of the leaders in art history and art practice in Canada. Recent renovations of undergraduate studio spaces, expansion of the MFA studios, and a visual art study centre are contributing to the growth of the department. The department is committed to teaching critical issues in art and art history, and to the ongoing development of programs in all studies and studio areas. Applicants should specialize in historical and contemporary Canadian Art History and Curatorial Studies. The position involves graduate teaching and supervision, as well as undergraduate teaching and research. An MA is required; a PhD is preferred. The successful candidate will have a strong commitment to graduate supervision and the Diploma in Curatorial Studies, administrative

duties and responsibilities. Candidates should show excellence in teaching and in scholarly and/or curatorial research and publication. Deadline to apply: **March 31, 2004.**

A letter of application with a current, detailed curriculum vitae, a statement of research interests and teaching philosophy, recent course outlines and teaching evaluations, one or two recent publications, and the names, e-mail addresses and addresses of three referees should be sent to: Brenda Hicks, Secretary, Tenure Stream Search Committee, Department of Visual Arts, Faculty of Fine Arts, Room 232, GCFA. E-mail: bhicks@yorku.ca. Fax: 416.736.5875.

GLENDON COLLEGE

Le Collège universitaire Glendon est la faculté bilingue d'arts libéraux de l'Université York. Il offre toute une gamme de programmes dans les humanités et les sciences sociales. Son campus est situé en plein cœur de Toronto. Glendon College is the bilingual liberal arts Faculty of York University. It offers a variety of programs in the humanities and social sciences. It is located on its own separate, mid-town campus.

French Studies – French as a Second Language

Le département d'études françaises sollicite des candidatures pour un poste menant à la permanence au rang de professeur(e) adjoint(e). Le poste s'inscrit dans le cadre du Programme de français langue seconde (FLS) du Département d'études françaises. La responsabilité principale du ou de la titulaire de ce poste sera de coordonner le programme de français langue seconde du Collège universitaire Glendon par rapport à la politique de bilinguisme en vigueur dans l'établissement, de remanier les tests de FLS qui y sont utilisés et de promouvoir l'utilisation de la technologie dans l'enseignement des langues. Le ou la candidat(e) devra enseigner le français langue seconde dans le cadre des études de premier cycle, avec des possibilités d'enseignement dans le programme de deuxième cycle et de supervision d'étudiants de 2^e cycle. La personne nommée à ce poste entendra également des recherches collaboratives sur l'acquisition de la langue seconde, sur les tests linguistiques et sur l'utilisation des technologies dans l'apprentissage des langues au sein du Programme de linguistique et du Département d'études françaises du Collège universitaire Glendon, de même qu'avec d'autres établissements et groupes de recherche, tant au Canada qu'à l'étranger. Critères essentiels : Un doctorat en linguistique appliquée ou en pédagogie des langues; bilinguisme (français-anglais); une vaste expérience dans la mise sur pied, la conception, la gestion et la mise en œuvre de projets de recherche dans l'enseignement du français langue seconde et dans l'acquisition du français langue seconde; une bonne compréhension du travail en FLS en milieu minoritaire; des réalisations démontrées en matière de mentorat et de perfectionnement professionnel des professeurs par des travaux et des recherches collaboratifs; preuve de publications dans des domaines reliés; capacité d'attirer des recherches financées par des fonds externes. Date limite de candidature : le 22 mars 2004.

Prière de faire parvenir une lettre de candidature, un curriculum vitae et tout document relatif à l'enseignement et à la recherche directement à Mme Yvette Szmidt, Directrice, Département d'études françaises, Collège universitaire Glendon, Université York, 2275 Avenue Bayview, Toronto (Ontario), Canada, M4N 3M6. Courriel : yszmidt@yorku.ca. Les candidat(e)s doivent aussi prendre des dispositions pour faire envoyer directement à la directrice du département trois lettres de recommandation, dont l'une portant essentiellement sur l'enseignement.

The Department of French Studies invites applications for a tenure-stream appointment within the department's French as a Second Language (FLS) Program. The primary responsibility will be to co-ordinate the College program of FSL in relation to the bilingual

policy of the College, redesign FSL testing in use at the College, promote the use of technology in language teaching, and teach FSL at the undergraduate level, with the possibility of graduate teaching and supervision. The appointee will also engage in collaborative research, in French and English, in Second Language Acquisition, Language Testing and Technology Enhanced Learning, with the Linguistics Program and the Department of French Studies, within Glendon College, as well as with other institutions and research groups, nationally and internationally. Essential criteria: PhD in Applied Linguistics or Language Education; bilingualism – French-English; extensive experience in initiation, design, management and implementation of research projects in Teaching French as a Second Language and in the Acquisition of French as a Second Language; a good understanding of work in FSL in a minority context; demonstrated achievement in the mentoring and professional development of teachers through collaborative work and research; a good record of appropriate publications; ability to attract externally funded research. Deadline to apply: **March 22, 2004.**

Applications, including a curriculum vitae and evidence of successful teaching and research, should be sent directly to: Professor Yvette Szmidt, Chair, Department of French Studies, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, Canada, M4N 3M6. E-mail: yszmidt@yorku.ca. Applicants should also arrange to have three letters of reference (at least one referee should address teaching) sent directly to the Chair of the Department.

FACULTY OF PURE AND APPLIED SCIENCE

The Faculty of Pure and Applied Science is a progressive, dynamic environment, with over 140 faculty members.

Chemistry – Organic or Inorganic

Applications are invited for two tenure-stream appointments in the areas of Organic or Inorganic Chemistry. Of particular interest would be individuals whose research builds on existing departmental research strengths. Further information about the department and the University can be found at www.chem.yorku.ca. The successful candidate will have a PhD, post-doctoral experience in a relevant area, and an outstanding research record. The successful candidate will be expected to develop a strong, externally-funded research program, and contribute to teaching at the undergraduate and graduate levels. Deadline to apply: **March 31, 2004.**

A curriculum vitae, a detailed research plan, a description of teaching philosophy and preference, a summary of research publications and three references should be sent to: Chair, Search Committee, Department of Chemistry. Fax: 416.736.5936.

Mathematics and Statistics – Bioinformatics

Applications are invited for a tenure-stream appointment in the area of Bioinformatics. We are searching for an outstanding bioinformaticist who will help us launch an innovative program that will involve biologists and computer scientists as well as mathematicians and statisticians. The successful candidate will have a PhD, a proven record of research excellence, and promise of superior teaching ability. The successful candidate will be expected to develop a strong, externally-funded research program, and contribute to teaching at the undergraduate and graduate levels in an interdisciplinary context. For more information, visit www.math.yorku.ca/Hiring. Deadline to apply: **March 31, 2004.**

A curriculum vitae, an outline of research plans, a summary of research publications and three letters of recommendation (one of which should address teaching) should be sent to: Bioinformatics Search Committee, Department of Mathematics and Statistics. E-mail: bioinf.recruit@mathstat.yorku.ca. Fax: 416.736.5757.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's Web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



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CAREERS CARRIÈRES

■ **ARABIC** — Orlanhouse University, The Faculty of Arts and Social Sciences at Orlanhouse University invites applications for a one year limited term appointment, from 1 July 2004 to 30 June 2005, 100% of full time, at the rank of Assistant Professor/Lecturer. This position is subject to budgetary approval. This position will be responsible for teaching two full classes in first-year Arabic, one full class in second-year Arabic, and two half classes in History, including History of the Middle East, 622-1798 (HIST 2502.03), and History of the Middle East, 1798-Present (HIST 2502.03), or related areas. The successful candidate will be responsible for all aspects of teaching, grading, consultation with students, and administration of the classes. In addition to teaching, administrative work will be assigned, including advising of students studying Arabic. Requirements for this position include a PhD or PhD in hand and experience teaching at the University level. Candidates should submit a letter of application, a curriculum vitae, evidence of teaching effectiveness, and three reference letters to Dr. John O'Brien, Chair, Search Committee, Faculty of Arts and Social Sciences, 6135 University Avenue, Orlanhouse University, NS B3H 4P9. For further information call 902 494-6288, or e-mail John.O'Brien@Oul.ca. The deadline for receipt of all documentation is 1 April 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Orlanhouse University is an Employment Equity/Affirmative Action employer. The University encourages applications from Qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **ARTS** — University of Alberta, La Faculté Saint-Jean sollicite des candidatures pour un poste à temps plein de professeur adjoint en études canadiennes, menant à la permanence et en anglais ou en français. Le 1er juillet 2004, La personne embauchée devra posséder (ou être en voie d'obtenir) un doctorat pertinent, faire preuve d'un programme de recherche dans un des domaines suivants: études canadiennes, sciences politiques, histoire ou sociologie. Une excellente connaissance de la langue française est requise et une expérience dans l'enseignement universitaire au niveau du premier cycle sera un atout. Le candidat ou la candidate devra manifester un intérêt pour l'enseignement interdisciplinaire. Faculté de langue française au sein d'une université de langue anglaise, la Faculté Saint-Jean accueille des étudiants de langue maternelle française, anglaise et autres dans ses programmes de BA, BAA bilingue (conjointement avec la Faculté de Business), BEd, BEd après diplôme, BSc, BSc après diplôme bilingue et BSc en éducation et environnement bilingue, MA et MEd. Conformément aux exigences relatives à l'immigration du Canada, ce poste est offert aux citoyens et aux résidents permanents. Les demandes seront acceptées jusqu'au 31 mars 2004. Une lettre de demande, un curriculum vitae détaillé, les noms de trois répondants et leurs coordonnées doivent être envoyés à: Monsieur Marc C. Arna, PhD, Director, Faculté Saint-Jean, University of Alberta, 8406, rue Marie-Anne-Caboury (91 Street), Edmonton, AB T6C 4G9; Télécopieur: (780) 493-8160. Les dossiers reçus pour ce concours seront gérés selon les dispositions de la Loi de l'accès à l'information et de la protection des renseignements personnels. La University of Alberta embauche selon le mérite. Nous sommes engagés au principe d'équité en matière d'emploi. Nous favorisons la diversité et encourageons les candidatures de toute personne qualifiée, femmes et hommes, y compris les personnes handicapées, les membres des minorités visibles et les autochtones.

■ **ASSOCIATE DEAN** — The University of Lethbridge, The Faculty of Management at the University of Lethbridge, in Lethbridge, Alberta, Canada, has an opening for an Associate Dean. The successful candidate would be tenured at the Associate or Full Professor level. The position will commence July 1, 2004. The initial appointment will be for three years and, following favourable review, to subsequent terms. The position carries an administrative stipend, reduced teaching load, and secretarial support. Rank and salary will be commensurate with qualifications and experience. The Associate Dean will work closely with the Dean, Assistant Deans of Graduate and Undergraduate Programs, faculty members and senior staff on the strategic direction of the Faculty. Dependent upon the candidate's qualifications and experience and their fit with those of the Dean, the Associate Dean would be expected to assume responsibility for some or all of the following areas: Research, Executive Programs, Technology Services, Information Programs, Co-op Programs, and Theory-Into-Practice Programs. The Associate Dean serves as the Dean's right hand. We believe that our role is to produce new knowledge and educate the mind, but also to shape the character of our students so that they can be not just organizational CEOs, but society's leaders of tomorrow. An individual who believes that 'management with a conscience' is an important pedagogical goal and that social responsibility is a core behavioural objective will succeed in this Faculty. Join us in this important mission. Faculty of Management: The Faculty of Management values both teaching and research excellence. Class sizes are reasonable at an average of 35, and teaching loads are four to five sections per year. The Faculty of Management has campuses in Lethbridge, Edmonton and Calgary. The position advertised is resident at the Lethbridge campus. The Faculty of Management consists of approximately 50 full-time academics with diverse research interests and approximately 2100 full-time and part-time students in a number of undergraduate majors. The Faculty has a research-based MSc program in Management and maintains close ties to the business community through the innovative Theory-Into-Practice and Co-op Programs. Strong international exchange programs are in place for both students and faculty. For more information about the Faculty, visit our website at: www.uleth.ca/faculty. University of Lethbridge: Nestled along the banks of the Oldman River in Alberta's third largest city, the University of Lethbridge, primarily an undergraduate institution, has approximately 7000 students from 37 countries. In our efforts to provide the best possible education to our students, we focus on excellence in

teaching and research and have been ranked #1 for research activities among institutions of our size in Canada. For more information about The University of Lethbridge, visit our website at: www.uleth.ca. The City of Lethbridge: The City of Lethbridge, with a population of 12,000 is located in the heart of Great Falls, Montana, and two hours south of Calgary, Alberta. The City's diverse proximity to Banff National Park, Waterton Lakes National Park and numerous other historical and natural sites within easy driving distance, make the area ideal for cycling, hiking, canoeing, skiing and a wide variety of other activities. High amounts of sunshine through all four seasons of the year are complemented by a safe, secure and friendly environment, making Lethbridge a very pleasant place to live and raise a family. For more information about the City of Lethbridge, visit their website at: www.citylethbridge.ab.ca. Please direct applications and inquiries to Dr. John Usher, Dean, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB, Canada. Or e-mail: management.dean@uleth.ca. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

B

■ **BIOLOGY** — The University of Prince Edward Island invites applications to the Department of Biology for consideration for a 10-month sabbatical replacement position in Cell Biology and Endocrinology, subject to a 10-month sabbatical approval. Applicants must hold a PhD degree in biology, or expect to complete their degree requirements by the date of appointment. Teaching experience and/or postdoctoral experience would be an asset. The appointment will be a limited 10-month term position at the Assistant Professor level and will commence August 1, 2004. Teaching responsibilities will include Cell Biology (second year course for Biology majors), Introduction to Pharmacology (for Nursing students), Human Physiology (for Nursing students), and one other course in the applicant's area of expertise. Information about the Biology Department is available at <http://www.upi.ca/biology/>. Completed applications will consist of a curriculum vitae, a statement of the applicant's teaching philosophy and experience. Applicants must also arrange for letters from three referees to be sent directly to the address below. To receive full consideration, complete applications should be received by 1 May 2004. However, applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. UPEI is committed to gender equity in employment. Enquiries and applications should be sent to: Dr. Kevin Teather, Chair, Department of Biology, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE C1A 4P3, Phone: (902) 566-0301, Email: teather@upi.ca.

■ **BIOLOGY** — McGill University, The University of McGill University is seeking a Research Associate to work in the laboratory of Dr. Joseph Deng for one year starting July 1st 2004. The candidate must have a PhD in biophysics or related field and proficiency in English. Some postdoctoral training preferred. Candidate must have experience in: bioinformatics, cDNA cloning by RT-PCR, expression and analysis of ion channels using Xenopus oocytes and two-electrode voltage clamp. Candidate should also be familiar with Caenorhabditis elegans, especially behavioral analysis, anatomy and RNAi. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment. To apply, please submit a curriculum vitae by March 15th 2004 to: Joseph Deng, McGill University, 1205 Avenue Docteur Penfield, Montreal, Quebec H3A 1B1, Canada.

■ **BIOTECHNOLOGY** — The University of British Columbia, The Biotechnology Laboratory is seeking applicants for a faculty position at the level of Full Professor with tenure. The Biotechnology Laboratory is an interdisciplinary, interdisciplinary scientific research and teaching unit established 15 years ago by Nobel Laureate Michael Smith. There is a strong emphasis on interaction, collaboration and overlap in research interests among the individual investigators' laboratories. The Biotechnology Laboratory offers an exceptional environment in state-of-the-art facilities and is an active partner in developing genome science in British Columbia. The position requires candidates who have established a vigorous research program and a strong record of leadership. Candidates should hold a PhD in developmental genetics, have a minimum of 10-12 years independent academic research experience, an excellent record of academic program development, a solid history of continuous grant support, and a strong publication record in studying developmental biology and/or nervous system structure, function and development using the nematode *Caenorhabditis elegans*. The successful candidate will play an integral role in expanding the University's strengths in molecular and genetic neurobiology and in the development of interfaculty/interdisciplinary research programs. We have numerous opportunities for collaboration and will participate in the Neuroscience Graduate Program. Candidates should provide a CV, a concise statement of research interests, the names of three referees and copies of representative publications. Applications should be sent to: Dr. Philip Hilder, Director, Biotechnology Laboratory, University of British Columbia, 6174 University Blvd., Room 237, Vancouver, BC V6T 1Z3, Canada. Fax: 604-822-2114. (Quick competition C032003). The deadline for applications is March 25, 2004. Expected start date is July 1, 2004. For more information, visit our website: <http://www.biotech.ubc.ca>. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Applicants must identify their ability to work in Canada on their application. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.



College of the North Atlantic Qatar

In less than two years College of the North Atlantic — Qatar has exceeded all expectations and proudly represents Newfoundland and Labrador in the 'East.'

Join our team of professionals as Instructors and Instructional Assistants

Experience an exciting and rewarding career challenge as we continue to build the highest quality technical education system in the Middle East. Considered the most progressive nation in the Arabian Gulf, Qatar recognized the value of post-secondary education in its social and economic growth agendas and has recruited the best schools in the world to develop its post-secondary system. College of the North Atlantic was selected to establish a world-class institution and is now building on its recent successes.

College of the North Atlantic-Qatar currently offers a comprehensive suite of programs in the fields of Engineering Technology, Business Studies, Health Sciences, and Information Communications Technology.

The capital city of Doha is a modern metropolis and business centre, with all the amenities and conveniences one would expect to find in large North American cities, disguised as a seaside resort. In Doha you can explore museums, souqs and shopping malls, or stroll on the lovely Corniche; go outside on safaris into the desert and enjoy a sunset barbecue or swim in Qatar's waters that, even in February, are as warm and inviting as its people.

Duties

Instructors will plan, develop and deliver college courses to students enrolled in a variety of programs. All instructors will work in a learning environment where English language is taught through and across disciplines. Instructors will evaluate student progress and manage the resources of the learning environment. These duties include academic counselling tied to career services delivered by Student Services specialists. Instructors will keep course portfolio documents required for accreditation processes and engage in instructional development/improvement plans. Commitment to team teaching principles is required. Instructional Assistants will perform duties in support of instructors demonstrating academic, clinical, shop, laboratory and manipulative skills and techniques.

Qualifications

Appropriate degrees and designations as prescribed by the college and industry, professional, and academic associations pertinent to post-secondary education are required. Relevant industry experience is essential for all technical instructors. Instructors must demonstrate successful teaching experiences and provide evidence of professional growth and development. Successful candidates must possess exemplary communication skills, the ability to establish effective working relationships, and have a strong commitment to working in a team and student-centred learning environment.

Salary

The salary and benefits package associated with these employment opportunities is both attractive and competitive with provision of educational services in the Middle East.

Engineering Technology

- Electrical Specialist (Power & Industrial Control) (CNA-Q.PPD.ESPIC.03.125-CA)
- Chemical Laboratory Specialist (DII & Gas, Petrochemical) (CNA-Q.PPD.CL50GP.03.126-CA)
- Mechanical Engineer (Power Systems & Plant Maintenance) (CNA-Q.PPD.MEPMSP.03.127-CA)
- Chemical/Process Engineer (Oil & Gas, Petrochemical) (CNA-Q.PPD.CPEOPG.03.129-CA)
- Chemical/Process Operator (CNA-Q.PPD.CPO.03.157-CA)
- Industrial Safety Training Specialist (CNA-Q.PPD.ISTS.03.158-CA)

Instructional Assistants

- Industrial Instrumentation Technologist (CNA-Q.PPD.IAIT.03.132-CA)
- Chemical/Process Operator (CNA-Q.PPD.IACP.03.159-CA)

Office Administration

- Executive (CNA-Q.PPD.DAE.03.133-CA)

Business Studies

- Accounting (CNA-Q.PPD.BAMA.03.134-CA)
- Marketing (CNA-Q.PPD.BAMM.03.135-CA)
- Human Resources (CNA-Q.PPD.BMHR.03.136-CA)

Information Communications Technology

- Computer Support Specialist (CNA-Q.PPD.ITCSS.03.137-CA)
- Programmer Analyst — Business (CNA-Q.PPD.ITPAB.03.138-CA)

Health Sciences

- Pharmacist (current registration in a province in Canada is essential) (CNA-Q.PPD.HSPHAR.03.140-CA)
- Dental Assistant — Level II (current registration in a province in Canada is essential) (CNA-Q.PPD.HSDAIL.03.141-CA)
- Environmental Health Technology (CNA-Q.PPD.HSEHT.03.142-CA)
- Emergency Medicine Technology (Paramedicine) (CNA-Q.PPD.IEMT(P).03.149-CA)
- Respiratory Therapy (CNA-Q.PPD.HSRP.03.150-CA)
- Medical Radiography (CNA-Q.PPD.HSMR.03.151-CA)

English as a Foreign Language (EFL) (CNA-Q.PPD.EFL.03.143-CA)

Mathematics (CNA-Q.PPD.MATH.03.144-CA)

Chemistry (CNA-Q.PPD.CHEM.03.152-CA)

Physics (CNA-Q.PPD.PHY.03.153-CA)

- Instructional Assistants
- Chemistry (CNA-Q.PPD.IACHEM.03.154-CA)
- Biology/Chemistry (CNA-Q.PPD.IABIOCHEM.03.155-CA)
- Physics (CNA-Q.PPD.IAPHY.03.156-CA)

Closing Date

April 2, 2004 (before close of business day).

Please forward your resume and transcripts along with names, telephone numbers, addresses, and e-mail addresses of three current references, quoting specific competition number, to the address below via e-mail using Microsoft Word wherever possible.

Human Resources Manager College of the North Atlantic — Qatar Project P.O. Box 1693

St. John's, NL A1C 5P7

Tel: 709-758-7347, Fax: 709-758-7235, E-Mail: qatarjobs@cna.nl.ca

All qualified candidates are permitted to apply; however, Canadian citizens and permanent residents will be given priority. Applicants should indicate their current citizenship status. Persons meeting the above qualifications in the following areas of expertise are encouraged to consider these exciting opportunities. Please quote specific competition number when applying.

CAREERS CARRIÈRES

BUSINESS – The University of Western Ontario, The Richard Roy School of Business is recognized world wide for the quality of its management education. The School's major programs include: a highly regarded MBA program, a very selective undergraduate program, a well-established doctoral program as well as an expanding portfolio of programs for executives including a traditional Executive MBA. The School maintains an international orientation for research, curricula, faculty recruiting and student exchanges. High quality scholarly research as well as research dealing with issues of interest to practicing managers is actively encouraged and generously supported. Excellence in teaching is also highly valued. The faculty is collegial and engages in interdisciplinary and collaborative research. The key School is also embarking on a substantial program of teaching and research activities in Asia. The School's principal location is London, Canada, a community of 340,000 equidistant from Toronto and Detroit. The Canadian Executive MBA facilities are situated in Mississauga, just outside of Toronto, road and train links to major Canadian and U.S. cities are excellent. The School is part of a large University community with approximately 26,000 full-time students. The School seeks

candidates for at least one probationary (tenure-track), tenured appointment to limited term position in the areas of Entrepreneurship, Finance, General Management, Strategy, Information Systems, Management Science, Managerial Accounting and Control, Marketing, Organizational Behaviour, Global Environment of Business, Operations and Business available beginning July 2004. Candidates for a probationary position must have a PhD or equivalent or be close to completion. Candidates for a tenured appointment must have a PhD. Candidates for a limited term appointment must have a PhD in order to receive an Assistant Professor ranking. Although we are open in terms of research and teaching interests, a strong commitment to the practice of management is required. Familiarity with the case method of teaching is also required. New initiatives in the Asia-Pacific region move the School particularly interested in recruiting faculty with interests in this area and appropriate language skills. This position is subject to budget approval. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Roy School of Business and the University of Western Ontario are committed to em-

ployment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applicants should send their Curriculum Vitae to Chris Higgins, Associate Dean, Faculty Development, Richard Roy School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7 by April 30, 2004. Website: www.uwo.ca. **BUSINESS** – The University of Windsor, The Odette School of Business invites applications for tenure-track faculty positions in the areas of Business Strategy and Accounting at the rank of Assistant Professor or over 3,000 full-time students in Arts, Business Administration, Science, Music, Education, and Health Studies and graduate programs in Education, Music and Rural Development. Brandon University's Department of Business Administration invites applications for a tenure track appointment in the area of marketing, subject to budget. The preferred qualification for the position is the Doctorate, however, candidates with a Master's degree in Business Administration and substantial professional experience are also invited to apply. Rank and salary are commensurate with qualifications and experience. Salary ranges as of April 1, 2004: Assistant Professor \$49,684-\$71,347; Associate Professor \$65,078-\$92,751; Professor \$81,274-\$112,298. Start date August 1, 2004. Deadline for applications: April 15, 2004 or until the position is filled. The Department of Business Administration is resident within the Faculty of Arts and Sciences, University of Windsor. Candidates whose research and teaching interests contribute to the Faculty of Arts and Sciences are encouraged to apply. Women's Studies are particularly encouraged to apply. Interested candidates should forward their vitae, names of three references, and supporting documentation providing evidence of teaching and research excellence to: Dr. Scott Gillis (gillis@brunton.ca), Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada, R7A 6A9.

rank of Assistant Professor or Lecturer commencing July 1, 2004. For a detailed position description visit our website at: www.uwo.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 3091; Fax: 519-973-7073. Email: jessup@uwo.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orzech, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwo.ca. **BUSINESS ADMINISTRATION** – Brandon University offers undergraduate degree programs to over 3,000 full-time students in Arts, Business Administration, Science, Music, Education, and Health Studies and graduate programs in Education, Music and Rural Development. Brandon University's Department of Business Administration invites applications for a tenure track appointment in the area of marketing, subject to budget. The preferred qualification for the position is the Doctorate, however, candidates with a Master's degree in Business Administration and substantial professional experience are also invited to apply. Rank and salary are commensurate with qualifications and experience. Salary ranges as of April 1, 2004: Assistant Professor \$49,684-\$71,347; Associate Professor \$65,078-\$92,751; Professor \$81,274-\$112,298. Start date August 1, 2004. Deadline for applications: April 15, 2004 or until the position is filled. The Department of Business Administration is resident within the Faculty of Arts and Sciences, University of Windsor. Candidates whose research and teaching interests contribute to the Faculty of Arts and Sciences are encouraged to apply. Women's Studies are particularly encouraged to apply. Interested candidates should forward their vitae, names of three references, and supporting documentation providing evidence of teaching and research excellence to: Dr. Scott Gillis (gillis@brunton.ca), Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada, R7A 6A9.

the department and university is available at <http://uwaterloo.ca>. Applicants should send a curriculum vitae, a clearly outlined research program, a statement of teaching interests, and the names and full contact information for three referees to Professor Thomas Ogden, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. **CHEMICAL ENGINEERING** – The University of Waterloo, The Department of Chemical Engineering invites applications for a tenure track position at the level of Assistant or Associate Professor. Applications are invited from excellent candidates in the area of chemical reaction engineering with expertise in fundamental and applied catalysis and chemical reactor design. The applicant is encouraged to participate in other research activities in the department relating to clean fuels, hydrogen production, catalytic distillation, nanomaterials and energy efficient processes. The applicant will be expected to teach a broad range of undergraduate and graduate courses in chemical engineering. The candidate should be a member of or eligible to be a member of Professional Engineers Ontario (PEO). The Department of Chemical Engineering has of 28 faculty members with a large engineering research group interested in green power generation. The successful candidate is expected to work within this interdisciplinary group. The department has a total annual enrolment of 500 undergraduate and 100 graduate students. The University of Waterloo has over 22,000 students. The scenic campus is part of the twin cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at <http://uwaterloo.ca>. Applicants should send a curriculum vitae, a clearly outlined research program, statement of teaching interests, name and full contact information for three referees should be sent to Professor T. Duwe, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. **CHEMISTRY** – McGill University, Applications are sought for a tenure-track position at the Assistant Professor level, joint between the Department of Atmospheric and Oceanic Sciences and the Department of Chemistry. Applicants should have a PhD degree and postdoctoral or related experience in an environmental research field of interest to the hiring departments. This is a broad-based search and includes those research activities involve, for example: atmospheric environmental chemistry, atmospheric chemistry, oceanic chemistry, climate, carbon cycles, remote sensing, environmental analytical chemistry, or green chemistry. The successful candidate is expected to teach at the undergraduate and graduate levels, supervise graduate research, and establish a vigorous research

program. Review of applicants will begin as applications arrive, and will continue until the position is filled. The starting date is September 1, 2004. For more information about McGill University and the two departments involved, see <http://www.mcgill.ca>. Third copy (not via e-mail) of the applicant's curriculum vitae, research proposal, and teaching statement should be sent to Chair, Search Committee, Joint Search, c/o Department of Atmospheric and Oceanic Sciences, McGill University, 805 Sherbrooke Street West, Montreal, QC H3A 2K6, Canada; (Telephone: 514-393-3758; fax: 514-398-6115). Enquiries regarding the position can be directed to the Chairs of the two participating departments (John Gyakumuglicha in Atmospheric and Oceanic Sciences and Bruce Lennegren in Chemistry). Candidates should also arrange to have three letters of reference sent directly to the above address. In accordance with Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. However, applications from all outstanding candidates will be considered. McGill University is committed to equity in employment. **CIVIL ENGINEERING** – The University of Waterloo, The Department of Civil Engineering invites applications for a tenure track position at the Assistant or Associate Professor rank. The preferred candidates will have a research record in Environmental Engineering, Resources Engineering. Applicants are sought who have a research interest in the analysis, numerical or stochastic simulation of contaminant transport and flow in aquatic systems. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering and Environmental Engineering including mathematics and numerical modeling. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor L. Rothernburg, Chair, Department of Civil Engineering, University of Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

CIVIL ENGINEERING – The University of Waterloo, The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental Engineering, Resources Engineering. Applicants are sought who have a research interest in the analysis, numerical or stochastic simulation of contaminant transport and flow in aquatic systems. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering and Environmental Engineering including mathematics and numerical modeling. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor L. Rothernburg, Chair, Department of Civil Engineering, University of Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

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Assistant Professor in Mechanical Engineering

QUEEN'S UNIVERSITY AT KINGSTON

The Department of Mechanical Engineering, Faculty of Applied Science, Queen's University, invites applications for a tenure-track faculty position at the rank of assistant professor in the field of Mechanical Design, commencing May 1, 2004 or later, depending on the availability of the chosen candidate.

Candidates must hold a relevant PhD degree and possess expertise in the field of Mechanical Design. Their specific research area must complement the existing research directions in the Department. Industrial experience in design of components or systems will be considered an asset.

The successful candidate will be required to teach undergraduate and graduate courses in the design area, contribute to the development of the curriculum, supervise graduate students, conduct research, interact with industry and make administrative contributions through service to the University, Faculty and Department. Registration as a Professional Engineer of Ontario, or eligibility for registration, is an essential qualification.

The Department of Mechanical Engineering currently has an enrolment of about 400 undergraduate students and 100 graduate students in the M.Sc. (Eng.) and PhD programs. Mechanical Engineering is an active partner in the Integrated Learning Centre (ILC) opening in the Spring of 2004 at Queen's University. Research is supported by an NSERC Design Chair and an NSERC Chair in Nuclear Materials, with other chairs to follow. The recently formed Centre for Manufacturing of Advanced Ceramics and Nanomaterials (CMACN), the Human Mobility Research Centre (HMRC), the High Performance Computing Virtual Laboratory (HPCVL), and other initiatives, further support research in the Department. Information on the Department can be found at: <http://mc.queensu.ca/>.

Applicants should send their curriculum vitae, an e-mail address, the names and the mailing addresses of three referees, a statement of teaching and research interests, and three examples of relevant publications to: Chair, Appointments Committee, Department of Mechanical Engineering, Queen's University, Kingston, Ontario K7L 3N6; Fax: (613) 533-6489.

Priority will be given to applications received before April 15, 2004. Applications will continue to be accepted until the position is filled.

Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Academic staff at Queen's is governed by a collective agreement between OCUFA and the University, which is posted at www.queensu.ca/qa.



McGill

Director, Physical Therapy Program School of Physical and Occupational Therapy

The School of Physical and Occupational Therapy at McGill University, known for its excellence in research and teaching, is seeking a Director for their Physical Therapy Program.

The candidate must be a qualified physical therapist, preferably with a PhD in a related field. Those having a history of successful research funding and experience in teaching will be given priority. Candidates should have leadership, administrative and curriculum development abilities along with a strong commitment to teaching at the undergraduate and graduate levels.

The successful candidate will manage the professional program in Physical Therapy within the School and will continue to pursue

academic endeavours consistent with advancing the rehabilitation sciences. Candidates would benefit from a working knowledge of both official languages. Salary will be negotiable, according to qualifications and experience.

Qualified candidates should forward a letter, no later than April 15, 2004, expressing their interest in the position, a curriculum vitae and names of three referees to:

Robert Dykes, PhD
Director, School of Physical and Occupational Therapy
McGill University
3654 Promenade St. William-Osler
Montreal, Quebec, Canada H3G 1V5

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

www.mcgill.ca

Lakehead University

ASSOCIATE VICE-PROVOST (ABORIGINAL INITIATIVES)

Lakehead University invites applications and nominations for the position of Associate Vice-Provost (Aboriginal Initiatives). As senior administrator for Aboriginal issues, the Associate Vice-Provost (Aboriginal Initiatives) reports to the Vice-Provost (Student Affairs). The Associate Vice-Provost (Aboriginal Initiatives) will develop and implement strategies aimed at increasing Aboriginal student enrolment and retention. The Associate Vice-Provost (Aboriginal Initiatives) will serve as a member of the Aboriginal Management Council (AMC) and will provide administrative and leadership support.

The successful candidate will have a demonstrated ability to work collaboratively with administrators, faculty, staff and students and will provide academic leadership in Aboriginal issues content and cultural sensitivity across the curriculum. Completion of a PhD by the appointment date is expected and an understanding of Aboriginal issues in post-secondary education is critical. Experience with educational issues affecting Aboriginal education is preferred. Preference will be given to qualified Aboriginal candidates.

For more information on Lakehead University, please visit our website at www.lakeheadu.ca.

Applicants should submit a letter of application outlining your background and suitability for the position, a curriculum vitae, and the names and contact information for at least three references to:

Dr. Jane A. Birkholz
Chair, Associate Vice-Provost (Aboriginal Initiatives) Search Committee
Lakehead University
955 Oliver Road
Thunder Bay, ON P7B 5E1
Fax: (807) 343-8679

or email to: Norma.Smith@lakeheadu.ca

Review of applications will begin April 5, 2004.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

CARRIÈRES

teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified candidates including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax number of at least three references. Mail to Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

CIVIL & ENVIRONMENTAL ENGINEERING — Carleton University. The Department of Civil and Environmental Engineering invites applications for a one-year term position at the rank of Assistant Professor in the area of Environmental Engineering. To commence July 1, 2004. This position is subject to budgetary approval. The Department offers bachelor's, master's and doctoral degrees in both civil engineering and environmental engineering. Faculty members in the environmental engineering department have a wide range of research and teaching interests including air pollution, waste management, water and sediment, hydrology, hydrogeology and the fate of subsurface contaminants, and environmental impact assessment. The Department is seeking an individual with an interest in teaching and in advancing his/her research activities in environmental engineering. Applicants for the position should hold a doctorate degree and will be expected to teach both undergraduate and graduate courses. In addition to teaching and research, the candidate will be expected to participate in the governance of the university as well as community outreach. Potential applicants may wish to seek further information on the Department available at <http://www.coe.carleton.ca> and <http://www.coe.carleton.ca>. Carleton University is located in Canada's capital city, Ottawa, which offers a wide range of recreational and cultural activities, and is the location of several of Canada's top research institutions including Environment Canada, the National Research Council and Natural Resources Canada. Applications with a curriculum vitae including educational background, employment history, research and teaching experience, and references, should be sent to: Professor Paul Van Geel, Associate Chair, Graduate Studies, Department of Civil and Environmental Engineering, Carleton University, 1225 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. Applications must be received by April 30, 2004 or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

COMMERCIAL — The University of Saskatchewan. The College of Commerce consists of approximately 60 full-time faculty and offers a variety of specialization programs to approximately 1850 full-time students. A new state-of-the-art teaching facility was opened in 2000. All department positions are subject to budget approval. Term positions may be available in Accounting, Business Communications, Finance, Industrial Relations and Organizational Behavior, Management, Management Science, and Marketing. The University of Saskatchewan is committed to Employment

Equality. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply. Commendable and permanent residents will be given priority. Please send applications, with a C.V. and the names of three references, to: V. Lynne Pearson, Dean, College of Commerce, University of Saskatchewan, 25 Campus Drive, Saskatoon, SK, Canada, S7N 5A7; e-mail: vp@commerce.usask.ca.

COMMUNICATION STUDIES — York University. The Division of Social Science, Faculty of Arts, invites applications for a one-year term position at the rank of Assistant Professor in the area of Communication Studies, starting July 1, 2004 (subject to budgetary approval). Applicants are expected to have a PhD in Communication or a related discipline and to have demonstrated excellence in research, publication and teaching, and an ability to teach in an interdisciplinary program. Since the successful candidate will play a key role in the York-Yorkson Joint Graduate Program in Communication and Culture, experience in teaching and supervision at the graduate level is strongly preferred. We encourage applications from established scholars in a range of subject areas, including but not limited to, New Media, Organization, Communication, and the History of Communication. Candidates are asked to submit a curriculum vitae, a statement of teaching and research interests, appropriate samples of their scholarship and teaching evaluations and arrange to have three referees send letters of reference directly to: Dr. Marylouise Gross, Chair, Division of Social Science, 5756A Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3; tel: (416) 736-2100 x77812; fax: (416) 736-5574; e-mail: mig@yorku.ca. Deadline for applications is May 15, 2004. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acafp. Candidates may also apply by e-mail or by fax by calling the Affirmative Action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

COMMUNICATION STUDIES — The University of Windsor invites nominations and applications for the position of Head, Department of Communication Studies, for a five-year term commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Cecil Houston, Dean, Chair of the Communication Studies Search Committee, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519-971-3600, Ext. 2023; Fax: 519-971-3659; Email: chouston@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

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Professor or Lecturer commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Cecil Houston, Dean, Chair of the Communication Studies Search Committee, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519-971-3600, Ext. 2023; Fax: 519-971-3659; Email: chouston@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

COMPUTER SCIENCE — The University of Waterloo invites applications for several tenure-track faculty positions in the School of Computer Science, with priority for researchers in the areas of artificial intelligence, human-computer interaction, bioinformatics, and web data management. Excellent candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2004 calendar year. With over 60 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada. It enjoys an excellent reputation in a pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor. This policy has encouraged the creation of many spin-off companies such as Watson (now iXys/Intracom Solutions Inc.), Waterloo Maple Inc. and Open Text Corp. Applications should be sent by electronic mail to cs-chairs@uwaterloo.ca or by post to: Onai, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. These appointments are subject to the availability of funds.

COMPUTER SCIENCE — The University of Windsor invites applications for a tenure-track faculty position in Computer Science at the rank of Assistant Professor to commence July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Scott Goodwin, Interim Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 2990; Fax: 519-973-7093; Email: garabito@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

COMPUTING & INFORMATION SCIENCE — The University of Guelph is seeking applications for a tenure-track faculty appointment at the Assistant Professor level

to support its program in Distributed Computing and Communications Systems Technology. The department offers a stimulating environment for high quality teaching, graduate student supervision and research in applied Computing Science. Candidates with proven research ability, clear teaching potential and a PhD in Computing Science are encouraged to apply. Applicants with a background in Distributed Computing or Telecommunications will be given preference. Responsibilities include teaching one or two Toronto campus (Humber) courses per year, (core computing science) and/or graduate student teaching. Appointment will commence on or after July 1, 2004. Salary will be commensurate with qualifications and experience. Letters of application, curriculum vitae, and three reference contact names should be forwarded to: Dr. W. Dobrowiecki, Chair, Department of Computing & Information Science, University of Guelph, Guelph, Ontario, N1G 2W1. Deadline: April 16, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity within its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.



Chair, Department of Oncology Faculty of Medicine & Dentistry

The Faculty of Medicine & Dentistry, at The University of Western Ontario, is inviting applications for the position of Chair in the Department of Oncology.

The Department of Oncology is closely aligned with the Integrated Cancer Program (ICP) at London Health Sciences Centre. The ICP is the result of the integration of the London Regional Cancer Centre with London Health Sciences Centre. The goal of this integration is to create an outstanding academically driven clinical program that provides seamless care for cancer patients through all aspects of their cancer journey. Research and clinical programs will be closely integrated within the new ICP. As part of the leadership team for the new ICP, the Chair will also be considered a mandate for the ICP with an identified focus in building translational research in oncology leading to a significant expansion in clinical trials activity.

The Department of Oncology is a multidisciplinary department in the Faculty of Medicine & Dentistry, with strong Clinical, Basic, and Physics research and training components. The Department includes eighty-one faculty members, in the Divisions of Experimental, Medical, Radiation and Surgical Oncology. These faculty are responsible for training undergraduate and postgraduate medical, radiation, and surgical oncologists, as well as approximately 40 graduate students and postdoctoral fellows in basic and translational cancer research. Research foci include tumor growth and metastasis, treatment resistance, molecular and gene-based therapies, and image-guided radiation therapy. Excellent complementary programs at UWO with which strong partnerships exist include Nuclear Medicine and Medical Imaging.

Details concerning the Department of Oncology may be found through the University website at <http://www.uwo.ca/oncology/>.

Candidates with a strong record of translational research as well as multidisciplinary academic leadership in oncology are encouraged to apply. Evidence of strengths in communication, interactions and leadership with the diverse constituents necessary for successful translational research (e.g. basic and clinical scientists, administrators, care givers, policy makers, fund raisers, patient advocates, etc.) will be an asset. Applicants with either a PhD or M.D. degree, or both will be considered. Interested candidates should submit a CV outlining their research, teaching, leadership and administrative experience and interest, including proposed research directions and visions for fostering translational research in Oncology, together with the names and addresses of three referees, to:

Dr. Carol Horbert, Dean
Faculty of Medicine & Dentistry
Health Sciences Addition
The University of Western Ontario
London, Ontario N6A 5C1
Fax: (519) 850-2357

The competition will remain open until the position is filled.

Positions are subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.



FACULTY OF EDUCATION Various Faculty Positions

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,500 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

The Faculty of Education, comprising approximately 800 undergraduate students, 600 graduate students, 46 full-time faculty and 32 FTE staff, offers a wide variety of undergraduate and graduate programs. The Faculty expects to fill positions in the following areas:

- Educational/School Psychology
- Educational Administration
- Post-Secondary/Information Technology
- Mathematics Education

The Faculty invites applications for appointments to begin July 1, 2004, or shortly thereafter (subject to budgetary approval). Tenure-track appointments at the rank of Assistant Professor will be offered in the case of successful candidates with PhD completed; otherwise, a 3-year contractual appointment may be offered with possible conversion to a tenure-track appointment on completion of a doctoral degree. Successful candidates will be expected to make a strong contribution to initial teacher education and graduate education and to maintain an active program of research. For further information about the Faculty of Education, please see <http://www.mun.ca/educ/>.

Applications including a curriculum vitae, and the names of three referees, should be submitted to:

Dr. Alice Collins, Dean
Faculty of Education, Memorial University of Newfoundland
St. John's, Newfoundland and Labrador A1B 3X8
Telephone: (709) 737-8588
Fax: (709) 737-8637
E-mail: alicec@mun.ca

The Search Committee will start examining application files on April 30th and continue the search until positions are filled.



THE UNIVERSITY OF BRITISH COLUMBIA ASSISTANT PROFESSOR IN MATHEMATICS EDUCATION

The Department of Curriculum Studies at the University of British Columbia invites applications for one or more full-time, tenure-track position(s) in mathematics education at the assistant professor level. The appointment will become effective July 1, 2004, subject to final budgetary approval.

Candidates must have a doctoral degree, an established record of research and publication, and relevant school teaching experience. The successful candidate should have a strong background in curriculum and instruction at the secondary school level and be able to provide leadership in the continuing development of a graduate program in this area. Responsibilities will include teaching courses at the undergraduate and graduate levels, supervising graduate students and student teachers, and maintaining an active program of research and publication. Salary will depend upon the successful candidate's qualifications and experience.

Programs and courses within the Department of Curriculum Studies cover all of the school curriculum areas with the exception of languages, and department members and students work in a collaborative, cross-disciplinary environment. The Department is particularly interested in receiving applications from candidates with multi-disciplinary or cross-disciplinary interests in education.

UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. Appointment at a senior rank may be considered for a woman with exceptional qualifications.

The closing date for receipt of applications is April 30, 2004.

A letter of application, a curriculum vitae, the names, addresses, and phone/fax numbers of three referees, a statement of research interests, and one published paper (if available) should be sent to: Dr. Rita Irwin, Head, Department of Curriculum Studies, Faculty of Education, The University of British Columbia, 2125 Main Mall, Vancouver, B.C. Canada V6T 1Z4. Rita.irwin@ubc.ca.

CAREERS CARRIÈRES

ers and advising graduate students; (5) participating in the Faculty's service activities; and serving as an active liaison between the Faculty and practicing professionals, school divisions and agencies. It is intended that the Department will become effective July 1, 2004. The position is subject to final budgetary approval, at the Assistant Professor Level. The salary is dependent upon qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply. The University of Manitoba permanent residents will be given priority. Further information concerning the department, university or city can be obtained by visiting the following websites: www.umanitoba.ca or www.city.umanitoba.ca. Letters of application, complete with



CAREERS CARRIÈRES

subject to budgetary approval. These are full-time term positions from August 1, 2004 through December 31, 2004. Candidates should submit a curriculum vitae, a letter of intent, and the names of three referees to: Dr. Leonard P. Haines, Acting Assistant Dean, University of Saskatchewan, 28 Campus Drive, Saskatoon, Saskatchewan, S7N 0C6 Canada. Deadline for applications is April 16, 2004. Candidates will be informed of appointments in July 2004. The University is committed to Employment Equity. Members of Designated Groups (women, Aboriginal people, persons with disabilities, and visible minorities) are encouraged to self-identify on their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ EDUCATION – Simon Fraser University. The Faculty of Education seeks applications for a tenure track position in health education. The appointment will be at the rank of Assistant or Associate Professor and will begin September 1, 2004. Candidates must possess a doctoral degree in health education, health promotion or a related field, and have demonstrated professional expertise in K-12 health curriculum development and instructional design, and be knowledgeable of both school and community health practices. Experience in public schools and interest in the health issues of diverse communities are significant assets. Applicants should have interest in working with preservice and inservice teachers, demonstrate a well-defined program of research in health education, and be prepared to teach, supervise, and create graduate programs for health professionals both within and outside the school system. Interested candidates should consult http://www.educ.sfu.ca/home/faculty_positions.htm for more detailed information on the position and visit the website of the University's Institute for Health Research and Education (<http://www.ihre.sfu.ca>) to gain insight into the faculty agenda at SFU. Applicants should forward a letter of application describing their qualifications, experience, and research interests and achievements, and their potential contributions to the Faculty, a current curriculum vitae, the names and contact information for three referees, and one scholarly paper to: Office of the Associate Dean, Faculty of Education, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. The competition closes April 30, 2004. Please do not ask referees to send letters of reference. Only candidates who are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University (<http://www.sfu.ca>) is located in Greater Vancouver on the west coast of British Columbia, Canada. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval.

■ ELECTRICAL & COMPUTER ENGINEERING – The University of Waterloo. The Department of Electrical and Computer Engineering invites applications for several tenure or tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision, and strong records of research accomplishments. Appointments will be made at the Full or Associate Professor level, but exceptional applicants may be considered for awards of EACE, Research Chairs. These Chairs carry substantial research funding and support for graduate students. The awards will be for an initial period of five years, with the possibility of renewal. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registration as a Professional Engineer is desirable. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from across Canada. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other EACE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which gives the rights to the inventor. Fees will be competitive and will be determined according to the successful applicant's accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested Candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three referees to: Professor Shantanu, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ ENGINEERING DESIGN – The University of Waterloo. Applications are invited for a tenure track faculty position in the Department of Systems Design Engineering at the University of Waterloo. We are seeking candidates with a strong interest in teaching and conducting leading edge research in engineering design including, but not limited to, life cycle design, decision based design, computer assisted design, the appli-

cation of classical and innovative design theories and methodologies, and engineering design pedagogy. The successful candidate will be leading a research group in the area of engineering design as well as other undergraduate and graduate engineering courses. Candidates should possess a PhD in engineering and a demonstrated interest and record of accomplishment in engineering design or research in design. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students and conduct research. Rank will be commensurate with experience. Additional information on the University and the Department and its activities can be found at <http://www.uwaterloo.ca>. Applications should be forwarded to Mrs. V. Grieve, Administrative Assistant, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to vgrieve@engmail.uwaterloo.ca. Please format your CV in accordance with the instructions provided at <http://sydeseng.uwaterloo.ca>. The closing date for applications is March 31, 2004. All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native people, and persons with disabilities. This appointment is subject to availability of funds, with a starting date on or before September 1, 2004.

■ ENGLISH – York University. The Department of English, Faculty of Arts, York University, Toronto, Ontario, Canada seeks tenure-track Assistant Professors in two fields: Rhetoric, Composition and Professional Writing; American Writing, 1930 to the present. Details in full-page ad in this issue and at <http://www.english.yorku.ca>. Application deadline is March 25, 2004. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/acadabco> or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. **■ ENGLISH – Algoma University College.** The Department of English invites applications for a tenure-track appointment at the level of Assistant Professor, beginning July 1, 2004, subject to budgetary approval. The successful candidate will teach undergraduate courses of limited size and will be a specialist in Shakespeare and Renaissance Literature, with secondary backgrounds in any of the following: Medieval Literature, 18th or 19th Century Literature, and/or Backgrounds to Western Literature. Interested candidates should forward a letter of application, a curriculum vitae, recent teaching evaluations, a sample publication and three letters of reference to: Dr. Arthur Peillon, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, Canada P6A 3K6, or by email to peillon@algoma.ac. At 19, 2004. Applications received after this date may not be considered. Further information should be obtained by contacting Dr. Karl Jigans, Chair, Department of English (705) 949-2301 ext. 508 or jigans@algoma.ac. The university website (www.algoma.ac) also has a good introduction to Algoma University College, situated in Sault Ste. Marie, Ontario, at the heart of the Great Lakes on the Canada-US border. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from all qualified women and men, members of visible minorities, Aboriginal people and persons with disabilities. While budgetary approval may be granted for this position, Algoma University College reserves the right not to fill positions or to fill positions at a level or term different from that advertised.

■ ENGLISH – Saint Mary's University. The Department of English invites applications for a tenure track appointment at the Assistant Professor level in the field of the literature of Atlantic Canada to begin July 1, 2004. A secondary interest in one or more of Black Atlantic Literature, First Nations Literature, or Scottish Literature would be considered an asset. A completed PhD, teaching experience, and a demonstrated commitment to research are required qualifications. The successful candidate will be expected to teach courses in the English department ranging from introductory English to the senior level. Since Saint Mary's has strong interdisciplinary undergraduate and graduate programs in Atlantic Canada Studies, there will be opportunities for thesis supervision and teaching cross-listed courses. (visit our website at <http://www.smu.ca>). Applications must include a c.v., teaching dossier, writing sample, and the names and contact information for three referees. Closing date: March 31, 2004. Saint Mary's University is committed to the principles of employment equity. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, Aboriginal people, visible minorities and individuals with disabilities. Please submit applications with an updated c.v. to: Elissa Aspin, Chair, Department of English, Saint Mary's University, Halifax, NS B3H 3C3.

■ ENGLISH – The University of New Brunswick in Saint John. The Department of Humanities and Languages invites applications for a tenure-track position in English to replace a position in English at the rank of Lecturer or Assistant Professor. This position will commence on August 1, 2004, and is subject to budgetary approval. Along with an introductory survey course, the successful candidate for this position will be expected to teach courses in Maritime Literature and Creative Writing (Poetry). Applicants should be able to demonstrate a strong commitment to teaching, and ideally

will have a PhD degree. Please send applications, including a curriculum vitae, and three letters of reference to: The University of New Brunswick (Saint John Campus), Attention: Dr. Robert Moore, Chair, Department of Humanities & Languages, P.O. Box 5050, Saint John, NB, E2L 4L5. Any questions about this competition should be directed to rmoores@unb.ca. Review of applications will commence immediately and will continue until the position is filled. Qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. **■ ENGLISH & FILM STUDIES – Wilfrid Laurier University.** The Department of English and Film Studies invites applications for a one-year limited-term appointment at the

rank of Assistant Professor, commencing July 1, 2004 (subject to budgetary approval). The appointee will be expected to teach courses in Medieval and/or Early Modern literature, as well as a first-year course. Interests in additional areas will be a distinct advantage. PhD and publications preferred; teaching experience required. Applicants are asked to send a letter of application, a CV, a teaching dossier with course evaluations and course outlines, and arrange for three letters of reference to: Dr. Gary Bore, Chair, Department of English and Film Studies, Wilfrid Laurier University, 75 University Ave. W., Waterloo, ON N2L 3C5 Email: gibore@wlu.ca. The deadline for receipt of materials is April 15, 2004. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be considered first for the position. Wilfrid

Laurier University is committed to employment equity, and welcomes applications from all qualified women and men including persons in a visible minority, persons with disabilities, and Aboriginal people. **■ ENVIRONMENTAL ENGINEERING – The University of Calgary.** The Department of Chemical and Petroleum Engineering invites applications for an initial term, "tenure track", position at the Assistant Professor level. The appointee will be an active member of the Centre for Environmental Engineering Research and Education (www.eeng.ucalgary.ca/CEERE), which represents a multi-disciplinary group dedicated to education and research. The Faculty of Engineering established the CEERE, with support of leading energy and environmental businesses and organizations, for coordinating postgraduate training. Salary is commensurate with qualifications.

www.careers.ualberta.ca



Executive Director

Alberta Diabetes Institute

The newly formed Alberta Diabetes Institute (ADI) is seeking an Executive Director. The Institute is a collaborative venture of the University of Alberta and Capital Health in Edmonton, Alberta, Canada. The Executive Director will provide strategic and managerial leadership as the ADI pursues its vision of "leading the world to cure diabetes".

The Alberta Diabetes Institute is an international leader and centre of excellence built on the extensive history of accomplishment in diabetes research at the University of Alberta, including development of the Edmonton Protocol for islet cell transplants. The Executive Director will lead the Institute and be accountable for operational issues in accordance with the ADI business plan. Reporting to the Dean, Faculty of Medicine and Dentistry and for clinical matters to the Chief Operating Officer, University of Alberta Hospital, your responsibilities will include:

- Managing the administrative and fiscal operations of ADI;
- Building relationships with participating Faculties and Clinical Programs, the medical community, the partner funding agencies, the public and media interests and any other group working in diabetes and related areas; and
- Working with donors and sponsors to generate external research funding for ADI projects.

The ideal candidate will possess the following credentials:

- Graduate degree;
- Experience in a research, or healthcare related environment;
- Proven ability to develop and implement new initiatives;
- Adept at handling complex organizational issues at a strategic level in university administration, government relations, or fund development; and
- Excellent written and verbal communication skills.

The appointment will be for a five-year term with the opportunity for renewal. The salary will be commensurate with qualifications and will include University benefits. Starting date is negotiable depending on availability.

Inquiries, written nominations for the position, and applications supported by a curriculum vitae and the names of three referees should be forwarded in confidence on or before April 2, 2004 to:

Dean, Faculty of Medicine and Dentistry
2J2.00 Walter C. Mackenzie Health Sciences Centre
University of Alberta
Edmonton, Alberta CANADA T6G 2R7

We thank all applicants for their interest, however, only those selected for an interview will be contacted.

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



THE UNIVERSITY OF BRITISH COLUMBIA

FACULTY OF EDUCATION DEPARTMENT OF EDUCATIONAL STUDIES FACULTY POSITION IN POST-SECONDARY EDUCATION & TRAINING

The Department of Educational Studies at the University of British Columbia invites applications for a full-time, tenure track academic appointments in Post-Secondary Education and Training at the Assistant or Associate Professor level. The appointment will become effective January 1, 2005 or earlier and is subject to final budgetary approval.

The Department seeks applicants with research and teaching interests in Post-secondary Education and Training whose work will complement existing expertise and perspectives in the department. The successful candidate will teach in the Higher Education program and be expected to contribute to the Department's strong links with scholarly and professional associations in the field of Higher Education both in Canada and abroad. He or she will have an earned doctoral degree, a track record of publications and teaching experience in higher (post-secondary) education and training. Specializations of particular interest are policy, organization and finance, leadership and management, graduate labour markets, the links of education and the economy, and comparative and international education.

Final date for applications: June 30, 2004.

The Department of Educational Studies houses a range of programs and educational disciplines, including an Educational Administration and Leadership Program, with the primary responsibility of preparing school leaders, and an EdD in Educational Leadership and Policy – an advanced degree for more senior practitioners. The Department has 400 students enrolled in its doctoral and master's programs and serves approximately 1000 students enrolled in the Faculty's teacher education programs. Especially the Higher and Adult Education programs are attracting a growing number of students from abroad.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified applicants to apply; however, Canadian citizens and permanent residents will be given priority.

Letters of application, curriculum vitae, the names, addresses and phone and fax numbers of three referees, together with a statement of research interests, copies of published papers and evidence of successful teaching and course development (if available) should be sent to: Carolyn M. Shields, Professor and Head, Department of Educational Studies, Faculty of Education, 2125 Main Mall, UBC Campus, Vancouver, B.C., Canada V6T 1Z4. Telephone: (604) 822-8994; Fax: (604) 822-4244; e-mail: carolyn.shields@ubc.ca; <http://www.edst.educ.ubc.ca>

Athabasca University

Canada's Open University™

Specializing in distance and online education, Athabasca University delivers university education to approximately 26,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equity of educational opportunity for adult learners worldwide. Athabasca University invites applications for the position of:

Assistant/Associate Professor, Women's Studies, Centre for Work and Community Studies

The successful candidate will demonstrate outstanding promise in one or more of the following areas: Feminist Psychology, Feminist Theory and research methods, community-based action research, social theory, gender and technology. A Ph.D. in psychology or a field closely related to any of the areas of specialization is required. A background in clinical psychology would also be an asset. The successful candidate will also be experienced in distance education, demonstrate a record of effective undergraduate teaching, and possess the organizational skills required to take responsibility for directing and promoting the University Certificate in Counselling Women, offered by Athabasca University's Women's Studies Programme. In addition to teaching, duties include supervising tutors, course development and management, including web based resources, programme development and management, student advising, assisting students in research projects, and participation in the work of the Centre and the University generally. The candidate will also be expected to show a significant publication record in peer reviewed, academic journals and carry out an independent research programme that complements the women's studies program.

This is a tenure-track position commencing May 01, 2004. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Please refer to the full job profile on our Website at

www.athabascau.ca/jobprofiles

Further information about this position may be obtained from Dr. Cathy Covey: email, cathy@athabascau.ca

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a resume, samples of student evaluations; courses taught end/or written; and samples of published work with publication information and the names and addresses of three referees by March 31, 2004, quoting the following: #CB-WINN-S-0210 to: Cathy Covey, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3; by email: resuma@athabascau.ca; or fax: (780) 675-6135.



Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities. Visit our website at www.athabascau.ca

■ **HISTORY**—The University of Guelph invites applications for a tenure track position in the history of the environment and the Assistant Professor, effective 1 July 2004 or negotiable. Preference will be given to those with a completed PhD and who can demonstrate an interest in sciences as it relates to history, environmental reform, and/or agriculture. The appointee will be expected to contribute to undergraduate teaching at all levels in History and in the university's Bachelor of Arts and Science Program, and to participate in the university's graduate (MA, MSc and PhD) activities through the Department of History. The appointee will be expected to Graduate Program in History. Teaching for this position is apportioned 60% History/40% Bachelor of Arts and Science Program. The appointee will have demonstrated research and teaching experience.

UNIVERSITY OF REGINA

qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to departmental approval.

qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to departmental approval.

www.umoncton.ca/resshum

CAREERS CARRIÈRES

INTERDISCIPLINARY—The University of King's College invites applications for the position of Teaching Fellow in the Foundation Year Programme (one-year seasonal contract beginning 1 July, 2004 with possibility of two renewals). Duties include teaching and marking responsibilities in interdisciplinary programme for first-year students which considers Western thought and culture including literature, history, philosophy, religion and art from ancient Greece to the present; approximately six hours a week of classes plus eight hours attendance at lectures. All candidates will have an MA or equivalent in some area of humanities or social sciences as a minimum. The position is subject to enrolment. Salary: approximately \$29,812 to \$31,868.

(2003-2004). Applications, including a curriculum vitae, three letters of reference and teaching evaluations, should be sent to Dr. Kyia Fraser, Director, Foundation Year Programme, University of King's College, Halifax, Nova Scotia B3H 2A1. Closing date for applications: 23 April 2004. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer.

INTERNATIONAL BUSINESS—The University of Alberta, The Department of Marketing, Business Economics & Law, invites applications for a full-time, tenure-track position in International Business at the assistant professor level. Appointment to a more senior position may be considered, depending on the candidate's qualifications and experience. The successful candidate will teach in the department's International Business programs at both the undergraduate and MBA levels and will conduct research in any area of International Business, including, but not limited to, International Business, International Economics, International Finance and International Management. The candidate will be expected to participate in developing further the School's growing international focus, including the MBA specialization in International Business. The University of Alberta is one of the leading research universities in Canada. Candidates should have a strong commitment to excellence in research and teaching. This position is subject to funding. Salary is competitive with business schools in Canada. The completion will remain open until the position is filled. Applicants should have, or be close to completing a PhD in an appropriate field. Send applications to Dr. Richard D. Johnson, Chair, Department of Marketing, Business Economics & Law, The University of Alberta, Edmonton, Alberta T6G 2R6 (rjohnson@ualberta.ca). All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Alberta is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/acadjobs>.

KOREAN—York University, The Department of Languages, Literatures and Linguistics, Faculty of Arts, invites applications for a three-year contract limited appointment in Korean beginning July 1, 2004 at the Assistant Professor level. Details in full-page ad in this issue and at <http://www.yorku.ca/acadjobs>. Deadline to apply: March 31, 2004. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/acadjobs>.

LIBRARY—The University of Guelph requires an innovative professional Librarian to join our staff. The Library values service, responsiveness to user information needs, and accountability to our user community. Our management approach stresses shared goals, participatory decision-making, and positive collaboration with the University's Faculty of Librarians. Guelph, Waterloo, and Wilfrid Laurier Libraries are seeking a Librarian with required qualifications include an ALA accredited Master's degree in Library and Information Science, a minimum of two years of professional experience in a library or information science field, and a demonstrated ability to work with individuals as well as in a team environment. The candidate will be responsible for a variety of management and professional tasks related to areas such as: liaison with academic departments and programs, collection development and information resource management, and the development and provision of services to support teaching, research, and learning in the academic environment. A strong knowledge of information technologies and their application in libraries is an asset. In addition, experience or knowledge of the research process in an academic environment would prove valuable in working with faculty and graduate students. This is an academic appointment and the successful candidate will be expected to participate in appropriate professional and scholarly activities. This position will be filled as a tenure-track appointment within the University of Guelph Faculty Association. The annual salary is \$43,247 (based on 2004/2005 level per year). Currently the Librarian at the University of Guelph participate in a merit-based salary system with annual salary increases linked to a formal peer-review performance appraisal process. A comprehensive benefits package is provided. We anticipate filling this position by Summer 2004. Please submit a resume and names of three (3) references by March 31, 2004 to Doug Hearn, Head, Academic Liaison, University of Guelph Library, Guelph, Ontario, Canada, N1G 2W1, or by email to doug.hearn@uoguelph.ca, Fax: 519-824-6931. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities, and women. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.

LAW & SOCIETY—York University, Faculty of Arts, Division of Social Science invites applications for a tenure-track position in Law & Society at the assistant professor level commencing July 1, 2004. The Division is a department within the Faculty of Arts, and is currently seeking an undergraduate general education, as well as housing numerous specialized interdisciplinary programs including the Law & Society Program. The Law & Society Program is one of the most established and largest undergraduate programs of its kind in Canada. Further details about the program can be found on its website <http://www.arts.yorku.ca/lawsoc/>. The successful candidate will hold a PhD or equivalent, and will demonstrate excellence in research and publication in the interdisciplinary field of law and society. Areas of specialization are open. The program development and provision of services to support teaching, research, and learning in the academic environment. A strong knowledge of information technologies and their application in libraries is an asset. In addition, experience or knowledge of the research process in an academic environment would prove valuable in working with faculty and graduate students. This is an academic appointment and the successful candidate will be expected to participate in appropriate professional and scholarly activities. This position will be filled as a tenure-track appointment within the University of Guelph Faculty Association. The annual salary is \$43,247 (based on 2004/2005 level per year). Currently the Librarian at the University of Guelph participate in a merit-based salary system with annual salary increases linked to a formal peer-review performance appraisal process. A comprehensive benefits package is provided. We anticipate filling this position by Summer 2004. Please submit a resume and names of three (3) references by March 31, 2004 to Doug Hearn, Head, Academic Liaison, University of Guelph Library, Guelph, Ontario, Canada, N1G 2W1, or by email to doug.hearn@uoguelph.ca, Fax: 519-824-6931. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities, and women. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.

LIBRARY—York University Libraries invite applications for the position of Reference Librarian, a three-year contract limited appointment. Details are available at <http://www.yorku.ca/acadjobs>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/acadjobs> or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

LIBRARY—The University of Guelph requires an innovative professional Librarian to join our staff. The Library values service, responsiveness to user information needs, and accountability to our user community. Our management approach stresses shared goals, participatory decision-making, and positive collaboration with the University's Faculty of Librarians. Guelph, Waterloo, and Wilfrid Laurier Libraries are seeking a Librarian with required qualifications include an ALA accredited Master's degree in Library and Information Science, a minimum of two years of professional experience in a library or information science field, and a demonstrated ability to work with individuals as well as in a team environment. The candidate will be responsible for a variety of management and professional tasks related to areas such as: liaison with academic departments and programs, collection development and information resource management, and the development and provision of services to support teaching, research, and learning in the academic environment. A strong knowledge of information technologies and their application in libraries is an asset. In addition, experience or knowledge of the research process in an academic environment would prove valuable in working with faculty and graduate students. This is an academic appointment and the successful candidate will be expected to participate in appropriate professional and scholarly activities. This position will be filled as a tenure-track appointment within the University of Guelph Faculty Association. The annual salary is \$43,247 (based on 2004/2005 level per year). Currently the Librarian at the University of Guelph participate in a merit-based salary system with annual salary increases linked to a formal peer-review performance appraisal process. A comprehensive benefits package is provided. We anticipate filling this position by Summer 2004. Please submit a resume and names of three (3) references by March 31, 2004 to Doug Hearn, Head, Academic Liaison, University of Guelph Library, Guelph, Ontario, Canada, N1G 2W1, or by email to doug.hearn@uoguelph.ca, Fax: 519-824-6931. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities, and women. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.

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LINGUISTICS—York University, The Department of Languages, Literatures and Linguistics, Faculty of Arts, invites applications for a one-year contract limited appointment in Linguistics beginning July 1, 2004 at the Assistant Professor level. The area of specialization is in the area of second language acquisition and sociolinguistics. Details in full-page ad in this issue and at <http://www.yorku.ca/acadjobs>. Deadline to apply: March 31, 2004. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/acadjobs> or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

MANAGEMENT SCIENCE—The University of Windsor, The Odette School of Business invites applications for a limited-term faculty position in the area of Management Science at the rank of Assistant Professor or Lecturer between November 1, 2004. For a detailed position description visit our website at <http://www.uwindsor.ca/facultypositions/>. Contact: Dr. Reginald A. Ostry, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 3091, Fax: 519-973-0735. Email: reginald.ostry@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Ostry, Director, Human Resources at 877-665-6608 (toll free) or recruitment@uwindsor.ca.

MATHEMATICS—The University of Waterloo, The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such chairs between now and 2005. Information about the Canada Research Chair Program can be found at <http://www.chairs.gc.ca>. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, cryptography and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: <http://www.math.uwaterloo.ca/faculty/index.html>. Interested candidates in any area in which the faculty conducts research are invited to send a curriculum vitae, a statement of teaching and research objectives and a list of three or four potential referees who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 2G1. The review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

MATHEMATICS & COMPUTER SCIENCE—The Royal Military College of Canada (RMCC), The Mathematics and Computer Science Department invites applications for a tenure-track position at the assistant professor level. Qualified applicants will hold a PhD in Computer Science. The department offers undergraduate and graduate programs in Mathematics and Computer Science. The RMCC is a member of the High Performance Computing and Communications Research Institute of the laboratory are available to the College and the department. Preference will be given to candidates whose research aligns with one or more departmental interests such as artificial intelligence, modelling and simulation, operations research, data mining, networks and soft computing in general. Excellence in teaching and research is of prime importance. The successful candidate will be required to teach in French, English or both at the undergraduate and graduate level, to participate in curriculum and program development and to supervise undergraduate and graduate theses. Development and maintenance of an annual research program supported by research grants is expected. Research start-up funds can be negotiated for a tenure-track position. The RMCC faculty is eligible to apply for NSERC grants. This position requires a linguistic profile of PPP/PPF (English and French) and the duties associated with this position are to function in both official languages. You may consult the Public Service Commission at <http://www.psc.gc.ca> or http://www.psc.gc.ca/ps/pole_pg_06_e.htm for further information. An eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements. This position will be filled at a salary level commensurate with qualifications and experience. The current salary range for the assistant professor rank is \$43,126 to \$74,000 plus an annual allowance of \$3,000. The appointment will be subject to a probationary period of three years. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates are therefore requested to indicate their citizenship on their application. Applications consisting of curriculum vitae, a summary of research interests, a statement of teaching and research experience and philosophy and sample publications are to be submitted to the address below. Candidates should arrange for three referees to send letters of recommendation to: Head, Department of Mathematics and Computer Science, Royal Military College of Canada, P.O. Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-6000, ext. 6459, Fax: (613) 541-6584, Email: hr@rmcc.ca. The expected starting date for the position is 1 July 2004. The closing date for applications is 30 April 2004. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cicic.ca/> for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. Candidates could be proposed for the NSERC University Faculty Awards (UFA), destined for women and Aboriginal peoples.



ASSISTANT PROFESSOR IN IMMUNOLOGY Faculty of Medicine

The Division of Basic Medical Sciences at Memorial University of Newfoundland (www.mun.ca) invites applications for a tenure track faculty position in Immunology. Candidates for this position should hold a PhD with relevant postdoctoral experience. Preference will be given to appointment at the Assistant Professor level. The successful applicant will be expected to establish an independent research program and contribute to undergraduate medical and graduate student teaching in the area of Immunology. Active areas of research within the Immunology program at Memorial University include autoimmunity, viral immunology, tumor immunology and innate immunity. Potential applicants should refer to the Immunology Program website at www.med.mun.ca/graduate/immun.htm for more information. The Division of Basic Medical Sciences also includes active research groups and graduate programs in Neuroscience, Cancer Research and Cardiovascular/Renal Physiology.

Applications must include a curriculum vitae, contact details for 3 referees, a letter of application describing research interests and a brief research plan. Applications or enquiries should be directed to: Dr. Michael Grant, Faculty of Medicine, Memorial University of Newfoundland, St. John's, NL, Canada A1B 3X6 (mgrant@mun.ca). Review of applications will begin April 15, 2004. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.



UNIVERSITY OF CALGARY

Assistant Professor in Social-Cultural Anthropology

The Department of Anthropology seeks to make a four-year limited-term appointment in social-cultural anthropology with a specialization in medical anthropology. This appointment will be filled at the rank of Assistant Professor. There is a strong possibility that the limited-term position will convert to a tenure-track position.

Applicants must have a PhD, teaching experience, and an active publication and research record. Applicants are expected to teach undergraduate and graduate courses and provide graduate student supervision. The University of Calgary has established a Bachelor of Health Sciences Program based in the Faculty of Medicine and the successful applicant would be integrated as appropriate into this program.

Applicants should send an up-to-date curriculum vitae, statement of interest, one research publication, evidence of teaching performance, and the names and contact information of three referees to: Dr. Usher Fleising, Head, Department of Anthropology, at the address below. Email: fleising@ucalgary.ca Fax: (403) 284-5467.

Application Deadline is April 1, 2004 and position start date is September 1, 2004.

Instructor in Organic Chemistry

The Department of Chemistry invites applications for a three-year limited term position in organic chemistry at the Instructor level, commencing July 1, 2004.

Applicants must have a PhD degree in Organic Chemistry and a strong and substantial record demonstrating teaching excellence. Duties may include instructing 2nd- and 3rd-year level organic courses, 1st-year level chemistry courses, and coordinating/instructing computer-assisted learning labs and laboratory sections as required. The typical teaching load for an Instructor position is the equivalent of six half-courses over a calendar year. Public service educational outreach and scholarly activities are strongly encouraged.

The successful applicant is expected to share the department's commitment to excellence in teaching. More information on the department can be found at: <http://www.chem.ucalgary.ca/>.

Applicants should submit a curriculum vitae, a list of publications, a teaching philosophy, a summary of computer-assisted learning experience and evidence of teaching ability (including teaching evaluations, if available) to: Dr. B. A. Keay, Head, Department of Chemistry, at the address below, Confidential Fax: (403) 284-1372; Email: keay@ucalgary.ca by April 1, 2004. They should also arrange for three confidential letters of reference to be mailed directly to the same address by that date.

Instructor in Post-Master's Nurse Practitioner Diploma Program

Applications for a two-year limited term position primarily in nurse practitioner education are invited at the Instructor level to support the Post-Master's Nurse Practitioner (NP) Diploma Program in the Faculty of Nursing. Our Faculty has approximately 1,000 students from undergraduate to doctoral levels and 45 tenure-track faculty. We offer a one calendar year NP program with acute and primary care streams for nurses with a completed MN degree and a two calendar year integrated MN/NP program for experienced nurses with a baccalaureate degree.

We are seeking to fill this position commencing July 1, 2004 or as negotiated. Applicants must have a passion for teaching and advanced nursing practice plus excellent interpersonal skills. Qualifications must include graduate preparation in nursing plus eligibility for entry onto the Alberta Association of Registered Nurses Extended Practice Roster as a Nurse Practitioner.

Please send a curriculum vitae and the names, addresses, telephone and fax numbers of three referees by March 31, 2004 to: Dr. Marlene Reimer, Acting Dean, Faculty of Nursing, at the address below. Fax: (403) 282-5820.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Calgary respects, appreciates and encourages diversity.

To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

CAREERS CARRIÈRES

MATHEMATICS & STATISTICS — The University of Windsor invites applications to a 12-month limited-term position in the Department of Mathematics and Statistics at the rank of Assistant Professor commencing July 1, 2004. For detailed position description visit our website at: www.mathstat.uwo.ca/facultypositions. Contact: Dr. S. E. Ahmed, Head, Mathematics & Statistics, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519-253-3000, Ext. 3600 Fax: 519-971-3744. Email: s.ahmed@uwo.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Faculty Recruitment at 877-665-6608 (toll free) or recruitment@uwo.ca.

MATHEMATIQUES ET STATISTIQUES — Le Collège Militaire Royal du Canada (CMR). Le département de mathématiques et de statistiques cherche à combler un poste permanent, au rang de professeur adjoint. Les candidats/candidates devront détenir un Doctorat en science informatique, l'ensemble des programmes du département couvre les trois niveaux universitaires en informatique et en mathématiques. Le CMR est membre du Laboratoire Virtuel de Calcul Haute Performance, et les installations de ce laboratoire sont mises à la disposition des candidats et du département. La préférence sera accordée aux candidats/candidates dont le richecha s'apparente à au moins l'un des domaines suivants: les réseaux de neurones et le "soft-computing" en général, l'excellence en enseignement et en recherche est essentielle au CMR. On s'attend à ce que la personne retenue enseignera en français et en anglais et à ce qu'elle participe au développement des cours et des programmes et à la supervision de mémoires et de thèses, tant au niveau du Baccalauréat que de la Maîtrise et du Doctorat. On s'attend également à ce qu'elle établisse et poursuive un programme de recherche et qu'elle supervise des étudiants. L'attribution d'un fond de recherche pourra être négociée au moment de l'embauchement. Le CMR poursuit aussi le développement du nom de la personne retenue au Programme d'appui aux professeurs universitaires du CRNSG (APU). Les professeurs du CMR sont membres de divers comités du CRNSG. Le poste exige des compétences linguistiques de niveau minimum: PFP/PPP en français et en anglais, et comporte des responsabilités exigeant la capacité de travailler dans ces deux langues. Pour de plus amples informations, on pourra consulter le site de la Commission de la Fonction Publique Canadienne à l'adresse: <http://www.cfp-cfp.ca> ou téléphoner au 1-877-665-6608 (toll free) ou écrire à: M. J. Drakich, Directeur, Faculty Recruitment at 877-665-6608 (toll free) ou recruitment@uwo.ca. Les personnes éligibles pour être dressées et celles qui auront participé à des concours pourront être considérées pour des postes similaires pouvant comporter des exigences linguistiques différentes. Le salaire initial dépendra des qualifications et de l'expérience de la personne retenue. Actuellement l'échelle des salaires au niveau de professeur adjoint s'étend de \$43,326 à \$74,000. À ce salaire une demi-provision annuelle de \$3,000. L'engagement sera sur un stage probatoire de trois ans. Le dossier soumis par le candidat ou la candidate devra contenir: un curriculum vitae, un résumé de ses activités en recherche, une description de son expérience et de sa conception de l'enseignement, un échantillon représentatif de ses articles publiés. En accord avec la loi sur l'emploi dans la fonction publique, on accordera la préférence aux personnes détenant la citoyenneté canadienne. Les dossiers soumis doivent donc contenir une déclaration de citoyenneté. Le dossier arrivera à l'adresse suivante au plus tard le 30 avril 2004: Dr Gilles Labonté, Département de mathématiques et de statistiques, Collège Militaire Royal du Canada, CP 17000, Succursale Forces, Kingston, ON K7K 7B4. Tél: (613) 541-6000, poste 9459, Fax: (613) 541-6034. Courriel: mjl@cmr.ca. La date prévue d'entrée en fonctions est le 1er juillet 2004. Les personnes qui ont obtenu un diplôme universitaire doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez contacter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: <http://www.cmc.ca/cic/cic/>. Le Collège militaire royal du Canada est une institution bilingue mixte et ce poste est offert également aux femmes et aux hommes. Les candidats/candidates pourraient être proposés comme bénéficiaires du programme d'appui aux professeurs universitaires (APU) destiné aux femmes et aux Autochtones.

MATHEMATIQUES OU STATISTIQUES — Université d'Alberta. Le Faculté Saint-Jean recherche des candidats pour un poste à temps plein de professeur adjoint mathématiques ou statistiques menant à la permanence et entrant en vigueur le 1er juillet 2004. On encourage les candidatures exceptionnelles dans le domaine de mathématiques pures, mathématiques appliquées ou statistiques. Les fonctions comprennent l'enseignement au niveau du 1er cycle ainsi que la recherche et des tâches administratives. La tâche d'enseignement comprendra des cours de mathématiques et de statistiques et possiblement un cours de statistiques. Les candidats/candidates doivent détenir un doctorat en mathématiques ou statistiques et démontrer une excellence en recherche et en enseignement. Le programme de recherche des candidats/candidates devrait avoir un potentiel d'obtention de subventions externes. Une excellente connaissance de la langue française est requise. Faculté de langue française au sein d'une université de langue anglaise. La Faculté Saint-Jean accueille des étudiants francophones et anglophones dans ses programmes de BA, BIA (conjointement avec la Faculty of Business), BEd, BEd après diplôme, BSc, BSc sans maîtrise et BSc conservation et environnement. MA. Conformément aux exigences relatives à l'immigration du Canada, ce poste est offert aux citoyens et aux résidents permanents. Les demandes seront acceptées jusqu'au 31 mars 2004. Une lettre de demande, un curriculum vitae détaillé, les noms des trois répondants, et leurs coordonnées doivent être envoyés à: Monsieur Marc C. Aniel, PhD, docteur, Faculté Saint-Jean, Université d'Alberta,

18406, rue Marie-Anne-Gaboury (91 Street), Edmonton, T6C 2E6. Téléphone: 780-492-5760. Les dossiers reçus pour ce concours seront gérés selon les dispositions de la Loi de l'accès à l'information et de la protection des renseignements personnels. La University of Alberta embauche selon le mérite. Nous sommes engagés au principe de l'égalité de traitement. Nous laissons la diversité et encourageons les candidatures de toute personne qualifiée, femmes et hommes, y compris les personnes handicapées, les membres des minorités visibles et les autochtones.

MECHANICAL & AEROSPACE ENGINEERING — Carleton University. Applicants are invited for a tenure-track position at the Assistant Professor level in the Department of Mechanical and Aerospace Engineering to commence July 1, 2004. This position is subject to budgetary approval. Preference will be given to PhD graduates with a strong commitment to both teaching and research. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach in our Mechanical and Aerospace Engineering programs, and have demonstrated research ability in fluid mechanics preferably with expertise in one of the following areas: two phase flow or bio-medical flows. Industrial experience would be an asset. The Department offers excellent opportunities for research collaboration with industry and government research laboratories. Further information on the department is available at www.mae.carleton.ca. Applicants, with a curriculum vitae and the names of three referees, should be sent to: Professor J. Beddoes, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Tel: 613-520-5715, Fax: 613-520-5715, Email: jbeddoes@carleton.ca. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, men, and persons with disabilities. Persons from these groups are encouraged to apply. Permanent Residents will be considered until April 12, 2004 or until the position is filled.

MECHANICAL & AUTOMOTIVE ENGINEERING — McMaster University. The Department of Mechanical Engineering invites applications for a tenure-track position in the area of Applied/Solid Mechanics at the Assistant Professor rank commencing July 1, 2004. For a detailed position description visit our website at: http://www.uwaterloo.ca/eng/eng_mech. Applicants should be: PhD, PEng, Chair, Joint Appointments Search Committee, c/o Office of Dean of Engineering, Room 242, Essex Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1, or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruitment@uwo.ca.

MECHANICAL ENGINEERING — McMaster University. The Department of Mechanical Engineering is seeking outstanding individuals for a tenure track position at the assistant or associate professor level in the area of Thermo-Fluids. Applicants should have a PhD in Mechanical Engineering, or closely related discipline. The candidate will complement the current research activities in two-phase flow, enhanced heat transfer, thermal management, thermal processing of materials, fluid-structure interactions, aerodynamic control technologies and active control of noise and turbulence. Applicants with expertise in micro-channel flow and heat transfer or in the area of thermo-fluids sciences are also welcome and will receive full consideration. The appointee will be expected to contribute to teaching in both our undergraduate and graduate programs and to develop a strong research program. The successful candidate will demonstrate a strong commitment to scholarly publication, along with the ability to relate theory to industrial practice. Industrial experience and ability to teach at the undergraduate and graduate levels, and the names and addresses of at least three references to: Professor S. Zang, Chair, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. Applicants will be accepted until the position has been filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

MECHANICAL ENGINEERING — The University of Waterloo. The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the Assistant, Associate, or Full Professor rank in the area of the materials science and engineering related to deformation and failure mechanisms. Duties will include teaching undergraduate and graduate courses in the area of materials science and engineering, supervising graduate students, and undertaking active research program. Research experience in the relationships between microstructure and plastic deformation, fatigue and fracture of engineering materials is required. Related experience in mathematical modelling of mechanical properties/microstructure relationships would be an asset. The appointee must hold a PhD in the area of Materials Science and Engineering and have potential or proven ability for excellence in research, teaching and communication skills. It is anticipated that the appointment will begin as soon as possible. The successful candidate will join a dynamic Materials Engineering and Processing group within the Department of Mechanical Engineering and will have access to outstanding facilities in mechanical testing and microstructural characterization as well as the support of excellent materials processing and joining equipment available. All qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities, are encouraged to apply. Canadian citizens and permanent residents will be given priority. All candidates will be required to submit a curriculum vitae, a statement of research and teaching interests, and the names and addresses of at least three references to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

MECHANICAL ENGINEERING — The University of Waterloo. Applications are invited for a tenure track faculty position in the Department of Systems Design Engineering at the University of Waterloo. We are seeking candidates whose research activities will complement the new program in Mechatronics Engineering at the University of Waterloo. Desirable areas of research include systems theory and modeling, mechatronics, robotics, vehicle dynamics and control, and MEMS. The successful candidate will be interested in teaching undergraduate courses in machinery dynamics and control, two phase flow or bio-medical flows. Industrial experience would be an asset. The Department offers excellent opportunities for research collaboration with industry and government research laboratories. Further information on the department is available at www.mae.carleton.ca. Applicants, with a curriculum vitae and the names of three referees, should be sent to: Professor J. Beddoes, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Tel: 613-520-5715, Fax: 613-520-5715, Email: jbeddoes@carleton.ca. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, men, and persons with disabilities. Persons from these groups are encouraged to apply. Permanent Residents will be considered until April 12, 2004 or until the position is filled.

MECHANICAL & AUTOMOTIVE ENGINEERING — McMaster University. The Department of Mechanical Engineering invites applications for a tenure-track position in the area of Applied/Solid Mechanics at the Assistant Professor rank commencing July 1, 2004. For a detailed position description visit our website at: http://www.uwaterloo.ca/eng/eng_mech. Applicants should be: PhD, PEng, Chair, Joint Appointments Search Committee, c/o Office of Dean of Engineering, Room 242, Essex Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1, or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruitment@uwo.ca.

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on radiation transport and radiation dosimetry. She/he would be expected to contribute to graduate and undergraduate programs in Medical Physics, Health Physics and Medical Radiation Sciences through teaching, attracting research funding and mentoring research students. McMaster University offers a unique radiation research environment, supported by the McMaster Institute of Applied Radiation Sciences. Facilities at McMaster include a research reactor and an accelerator laboratory. In addition, the Juravski Cancer Centre has recently undergone a major expansion. Existing research fields within the Unit include nuclear and atomic techniques used for body composition studies; the role of DNA damage and DNA repair processes in carcinogenesis and in the response of tumour cells to radiotherapy and chemotherapy; understanding risks of low doses and low dose rates

of ionizing radiation in human and non-human biota using a combination of non-invasive cytogenetics and microbeam; cellular and molecular basis of photodynamic therapy; laser and light propagation in tissue for photodynamic therapy and tissue characterization; radiation geochronology; novel methods of imaging bone architecture and joint structure non-invasively; and structural and functional imaging, particularly for neurological, cardiac and neuroscience studies. Applicants should describe how they would expect their research to prosper at McMaster, taking into account existing research strengths and opportunities. Collaboration with Unit faculty is encouraged; there is a strong history of collaboration between the University, Hamilton Health Sciences Corporation and the Juravski Cancer Centre. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent

residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities. Applications, including a statement of research interests and teaching philosophy, together with letters from three referees should be sent by May 14, 2004 to: Dr. Fiona McNeil, Chair, The Unit for Medical Physics and Applied Radiation Sciences, HRB 122, McMaster University, Hamilton, Ontario, L8S 4K1, Canada. Telephone: (1) 905 525 9140 ext. 24182, Fax: (1) 905 522 5992, contact e-mail: malcolm@mcmastr.ca. Further information can be found at: <http://www.science.mcmaster.ca/medphys>.

SSHRC Tier I Canada Research Chair in the Study of Modern China

Founded in 1959, York University is one of Canada's truly remarkable success stories. Known for its pioneering approach to post-secondary education, York is a community of over 50,000 faculty and students in ten faculties, dedicated to pushing the boundaries of knowledge and building their own unique path to success in their chosen fields. Our students and graduates are prepared to play important roles in our global community. With 21 Research Centres, five extensive libraries, and students from more than 100 countries, York is committed to excellence and diversity. The University is located in Toronto, one of the world's most cosmopolitan cities, and the heart of Canada's knowledge, trade and financial communities.

The Faculty of Arts, York University invites application to a SSHRC Tier I Canada Research Chair (CRC) in the study of modern China. The successful applicant will be a senior scholar with a distinguished research record and demonstrated capacity for academic leadership. It is intended that the Chair holder, in developing a research cluster in some aspect of modern China, will supplement York's existing strengths in Asian research and build a focus on the study of East Asia in particular. It is likely that the Chair holder will be appointed to one of the following departments in the Faculty of Arts: Anthropology, Geography, History, Political Science, or Sociology. In addition he/she will be expected to contribute to the

ongoing work of the York Centre for Asian Research. Graduate teaching and supervision will originally be a part of the Chair's responsibilities. The appointment is intended to commence July 1, 2005, or as soon thereafter as the candidate is available. This appointment is subject to approval by the CRC program review process. The CRC program has been established by the federal government to foster research excellence by attracting the best researchers from both within and outside Canada. Details on the CRC program are available at www.chairs.gc.ca. **Deadline for applications is April 15, 2004.** Applications, including an up-to-date curriculum vitae and the names of three referees, should be sent to: Professor Margo Gewurtz, Chair, CRC Nomination Committee, Office of the Chair, Founders College, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3. E-mail: margogewurtz@yorku.ca, Tel: 416-736-5148, Fax: 416-736-5732.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's Web site at www.yorku.ca/acad/ops or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply. However, Canadian citizens and Permanent Residents will be given priority.



redefine THE POSSIBLE

Athabasca University
Canada's Open University

VICE PRESIDENT, ACADEMIC

Reporting to the President, the Vice-President, Academic (VPA) leads a team of two associate vice presidents and fifteen academic centre directors or chairs in providing academic leadership to program development and delivery, student support services, research, and inter-institutional collaboration.

A senior member of the Executive Group, the VPA plays a key role in the administration of the academic, professional, and tutorial collective agreements, and assumes the role of chief officer during the President's absences.

As the successful candidate, you will have demonstrated successful academic leadership within an innovative post-secondary environment and have had direct experience in the teaching and management of distance and online education.

An excellent communicator both within and outside the University, you will hold a doctoral degree. Results oriented, you will have demonstrated vision, academic and administrative leadership, and a strong belief in student-centered open learning and support systems.

You share Athabasca University's commitment to increasing equality of educational opportunity for all adult Canadians and have a record of achievement in helping to remove barriers that traditionally restrict access to and success in university-level studies.

Your career to date will have exemplified the values that underlie the University's Strategic University Plan (SUP) and you will be committed to furthering both the SUP and these values.

Specializing in distance and online education, Athabasca University delivers university education to approximately 26,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University is located in Athabasca, a town 140 km north of Edmonton. It also has learning centres in Edmonton and Calgary and the Centre for Innovative Management in St. Albert.

Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities.

Interested candidates are asked to forward their resume to Mr. K. Darwan Park, CMC or Ms. Elizabeth Hurley, CMC, Davies Park, 904 Oxford Tower, 10235-101 Street, Edmonton, Alberta, T5J 3G1. Fax: (780) 426-2936 or E-mail: careers@daviespark.com. Visit our website at www.daviespark.com for a copy of the Opportunity Profile.

CANADA WIDE AND INTERNATIONALLY

EXECUTIVE SEARCH ALLIANCE

Davies Park
Executive Search Consultants

CAREERS CARRIÈRES

MODERN LANGUAGES (French) — Algoma University College. The Department of Modern Languages (French) invites applications for a three-year limited-term appointment at the rank of Assistant Professor, starting July 1, 2004. The successful candidate must have completed a PhD or be near completion, and must demonstrate a commitment to teaching and research. We are looking for applicants who are versatile, with a strong background in Business French and the ability to teach a range of literature and language courses at the undergraduate level. The successful candidate will be expected to lead innovative program development in the area of Business French. Competence in Spanish or Italian is an asset. Applicants should send a letter of application, curriculum vitae, teaching dossier and arrange for three letters of reference to be sent to: Dr. Arthur Penik, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4; or email to dean@uac.ca. The university website (www.uac.ca) offers a good introduction to Algoma University College, situated in Sault Ste. Marie, Ontario, at the heart of the Great Lakes on the Canada-US Border. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from all qualified women and men.

bers of visible minorities, Aboriginal people and persons with disabilities. While budgetary approval may be granted to the position, Algoma University College reserves the right not to fill positions or to fill positions at a level or term different from that advertised. Applications will be considered until the position is filled.

MUSIC — The University of Guelph. The School of Fine Art and Music invites applications for a full-time, contractually limited faculty appointment in Music at the rank of Assistant Professor for a period of two years, commencing July 1, 2004. The position is renewable. Outlets include conducting the University of Guelph Choir and University of Guelph Chamber Singers and teaching music at various levels. Duties will also include supervising a key-board accompaniment course, serving on committees, and carrying out service within the School. Candidates will be expected to engage in scholarship, research and creative activities in music. Applicants must either hold, or have nearly completed, a doctoral degree in music. Candidates with previous choral conducting experience and an advanced degree in choral conducting will be given preference. Previous demonstrated success in conducting at the university level will be an asset. The University of Guelph's School of Fine Art and Music offers B.A. Honours degrees in Music and History and Studio Art, and an MFA. In

Studio Art. The City of Guelph is home to a lively arts community and the University's ties with the Macdonald Stewart Art Centre, the Guelph Spring Festival and the Guelph Jazz Festival enhance extra-curricular life and provide interesting opportunities for faculty and students alike. For more information please see the School website: www.uoguelph.ca/safm. A complete application will include a current curriculum vitae, email address, and letter addressing research and teaching interests, and should be received by March 31, 2004. Applicants should arrange to have three confidential letters of reference sent to: Professor John D. Kisicki, Director, School of Fine Art and Music, University of Guelph, Guelph, ON N1G 2W1, Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority.

MUSIC — Wilfrid Laurier University. The Faculty of Music invites applications for a full-time, contractually limited-term appointment in the Department of Music to commence in July of 2004. The successful candidate will be added to the teaching staff of the Faculty of Music. The successful candidate will be expected to teach Music Literature, as well as taking piano students and coaching chamber music. Qualifications: A completed Doctorate or equivalent professional experience is required, as is teaching experience at a higher education level. The candidate must be committed to living and working within a collegial liberal arts environment at a small university. Preference will be given to a person who has a significant performance profile and who is an inspirational teacher. Rank: Commensurate with qualifications and experience. For more information about Bishop's University, visit the website at www.bishop.ca. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Letters of application, accompanied by a curriculum vitae and three letters of reference should be submitted to: Professor Stephen Sheeran, Dean of Humanities, Bishop's University, Lennoxville, Quebec, J1M 1Z7. The deadline for receipt of applications and supporting materials is March 30th, 2004. Please send invoice to Stephen Sheeran, Dean of Humanities, Bishop's University, Lennoxville, QC J1M 1Z7.

degree is required, a Doctorate preferred. The applicant must have teaching experience and is expected to have a high level of music scholarship. Education in either North American or European Music Theory is required, also at least five years full-time clinical and research supervisory experience. Graduate level teaching experience required. Courses to be taught include clinical improvisation, musicological theories of music theory, case-studies and the supervision of graduate clinical work and major research papers. The successful applicant will also be involved in the development of the Master's Centre for Music Theory Research and the proposed doctoral program. Applications, including curriculum vitae and confidential letters of reference should be sent to: Dr. Charles Morrison, Dean, Faculty of Music, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. Closing date for applications is April 15th, 2004. All qualified applicants are encouraged to apply. Canadians and permanent residents will be given priority. The University is committed to employing equity and welcomes applications from all qualified women and men, including persons with disabilities.

MUSIC — Bishop's University. Subject to Senate approval, Bishop's University is seeking applications for a tenure-track appointment in the Department of Music to commence in July of 2004. The successful candidate will be added to the teaching staff of the Faculty of Music. The successful candidate will be expected to teach Music Literature, as well as taking piano students and coaching chamber music. Qualifications: A completed Doctorate or equivalent professional experience is required, as is teaching experience at a higher education level. The candidate must be committed to living and working within a collegial liberal arts environment at a small university. Preference will be given to a person who has a significant performance profile and who is an inspirational teacher. Rank: Commensurate with qualifications and experience. For more information about Bishop's University, visit the website at www.bishop.ca. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Letters of application, accompanied by a curriculum vitae and three letters of reference should be submitted to: Professor Stephen Sheeran, Dean of Humanities, Bishop's University, Lennoxville, Quebec, J1M 1Z7. The deadline for receipt of applications and supporting materials is March 30th, 2004. Please send invoice to Stephen Sheeran, Dean of Humanities, Bishop's University, Lennoxville, QC J1M 1Z7.

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NURSING — The University of Windsor. The Faculty of Nursing is seeking applications for a tenure-track faculty position in the Faculty of Nursing at the rank of Assistant Professor and a limited-term position, commencing July 1, 2004. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Letters of application, accompanied by a curriculum vitae and three letters of reference should be submitted to: Professor Stephen Sheeran, Dean of Humanities, Bishop's University, Lennoxville, Quebec, J1M 1Z7. The deadline for receipt of applications and supporting materials is March 30th, 2004. Please send invoice to Stephen Sheeran, Dean of Humanities, Bishop's University, Lennoxville, QC J1M 1Z7.

gentry approval, an employment date of 1 July of each year. The minimum educational requirement is a completed Master's degree in Nursing. Doctorate preparation is preferred for the tenure-stream appointment. Applicants must have clinical expertise and/or specialization in a practice area. University teaching experience is an asset. A demonstrated commitment to team and interdisciplinary collaboration, a primary health care philosophy, and innovative educational approaches are assets for these positions. Candidates must be eligible for registration with the Nurses Association of Ontario and maintain registration when appointed. The Nursing Department is part of a fully accredited provincial nursing program and offers a baccalaureate nursing education through a basic baccalaureate stream and a post-RN degree completion stream. The Department also collaborates with the Faculty of Nursing at UNB Fredericton to offer a Master's degree in Nursing. UNB Saint John is located adjacent to a large teaching hospital. Strong affiliations with colleagues in this and other practice settings in the region, as well as developed links with an interdisciplinary institute for health research, provide opportunities for collaborative research projects and/or joint appointments. Review of applications will begin March 30, 2004. Applicants should submit a curriculum vitae, a statement of nursing practice expertise and teaching interest, and the names and addresses of three referees (including email and telephone numbers) to the Department of Nursing, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5, fax: 506-648-5784, email nursing@unb.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

NURSING — The University of Windsor. The Faculty of Nursing is seeking applications for a tenure-track faculty position in the Faculty of Nursing at the rank of Assistant Professor and a limited-term position, commencing July 1, 2004. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Letters of application, accompanied by a curriculum vitae and three letters of reference should be submitted to: Professor Stephen Sheeran, Dean of Humanities, Bishop's University, Lennoxville, Quebec, J1M 1Z7. The deadline for receipt of applications and supporting materials is March 30th, 2004. Please send invoice to Stephen Sheeran, Dean of Humanities, Bishop's University, Lennoxville, QC J1M 1Z7.

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grams are structured to foster high standards of scholarship while an environment that promotes regular interaction and mentoring. Within the context of established, well-funded program of research, faculty and students actively engage in building knowledge in 3 fields of study (Nursing Education, Nursing Administration and Health Services Delivery, and Health Promotion). The Nursing Research Unit (NRU) provides key support services and facilities to both graduate students and faculty. The School of Nursing is one of 5 schools in the research-oriented Faculty of Health Sciences, where interdisciplinary and interdisciplinary research are encouraged. State-of-the-art research funds and the support of the Nursing Research Unit are available. University-wide programs to enhance teaching are offered regularly. Successful applicants who have completed a PhD in the past 5 years and who have relevant expertise in women's health, family health, child health, violence, mental health, health care costing, substance abuse and/or development and testing of interventions may be eligible for new investigator support as part of a CHRN New Emerging Team (NET) grant. This award provides a research stipend and teaching release time for 3 years as well as an opportunity to collaborate with an interdisciplinary team of researchers in developing a program of research relevant to the health effects of violence. Applicants should indicate their interest in this award at the time of application. The deadline for appointments is July 1, 2004. Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact numbers of three referees to: Dr. Carole Orchard, Director, School of Nursing, Faculty of Health Sciences, Room 100, Health Sciences Addition, The University of Western Ontario, London, Ontario N6A 5C1, <http://www.uwo.ca/hsc/>. The deadline for receipt of applications is April 14, 2004. Please quote Number HS 029 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All successful candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

NUTRITION — The University of Guelph. The Department of Family Relations and Applied Nutrition invites applications for a tenure track Assistant Professor position in applied human nutrition. Responsibilities include teaching in the area of clinical nutrition at both the undergraduate and graduate levels, participating in strong MSc and PhD programs in Applied Human Nutrition, and establishing a vigorous research program. Minimum Qualifications: Applicants should hold a PhD or equivalent in nutrition or dietetics. The successful candidate should be a member of Dietitians of Canada and eligible for membership in the College of Dietitians of Ontario. Salary: Commensurate with qualifications and experience. Department of Designated: Department of Family Relations and Applied Nutrition offers MSc programs in Family Relations and Human Development, Couple and Family Therapy, Applied Human Nutrition and a Master of Applied Nutrition program. We also offer PhD

"Brock's smaller classes are highly conducive to an MBA program. I'll have the opportunity I want to know my students and push the Human Resources profession. I've been impressed by Brock colleagues and the Dean's support of research."

Professor Deborah Zinni,
Faculty of Business

The Faculty of Business:

The Faculty consists of two departments, the Department of Accounting and Finance and the Department of Management, Marketing and Human Resources. The Faculty of Business, which has approximately 60 full-time faculty members, offers a Bachelor of Business Administration (BBA) degree and a Bachelor of Accounting (BAC) degree, each with a co-op option, as well as a Masters of Accountancy (MACC) and an MBA program. The Faculty has recently obtained AACSB accreditation.

Brock University

Brock University is located in the heart of the Niagara region of Ontario, Canada — an area known for its beauty and diversity. With one of the most temperate climates in Canada the Niagara region is famous for its fruit growing and wine making and is a popular tourist destination. The region is also a major industrial/commercial corridor providing gateway access to international markets. Located just 15 minutes by car from Niagara Falls, Brock University is an attractive well-designed campus situated on the top of the Niagara Escarpment bordering on extensive Carolinian forests.



Faculty of Business

Positions Available

The Faculty of Business, Brock University invites applications for tenure track positions starting July 1, 2004 in the following areas:

- Accounting (All Areas will be considered — Financial Accounting, Managerial Accounting, Tax, Accounting Information Systems, Audit)
- Entrepreneurship
- Finance
- International Business
- Management Information Systems (Database Management, E-business/commerce)
- Marketing (All areas will be considered but applications are particularly encouraged in marketing communications, consumer behaviour, services marketing and marketing research.)
- Strategy
- Operations Management

Description:

Full-time, tenure-track, rank open at Assistant, Associate or Full Professor level, dependent upon qualifications.

Salary:

Competitive and commensurate with qualifications.

Qualifications:

Qualifications include a PhD (completed or near completion) or equivalent and a commitment to excellence in teaching and research. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply.

Application Procedure:

Applications will be accepted until the positions are filled, subject to budgetary approval and should be submitted, with curriculum vitae and the names and addresses of three referees, to:

Dr. Martin Kusy, Dean
(TA313) Faculty of Business
Brock University
St. Catharines, ON Canada L2S 3A1
E-mail mkusy@spartan.ac.brocku.ca

More information on these positions can be found at the Web site listed below.

www.brocku.ca/hr/faculty

LEADERSHIP CHAIR IN DEPRESSION RESEARCH DEPARTMENT OF PSYCHIATRY THE UNIVERSITY OF BRITISH COLUMBIA

The Government of British Columbia has established a Leading Edge Endowment Fund of \$45 million, matched equally by private donors, as part of its New Era commitments. The Leading Edge Endowment Fund will support 20 permanent BC Leadership Chairs to attract to the province key internationally renowned individuals.

The BC Leadership Chairs are designed to provide a unique opportunity for pre-eminent individuals to perform research in an outstanding environment, which will position the province as a leader in the knowledge-based economy. The Department of Psychiatry at the University of British Columbia, under the leadership of Professor Athanasios P. Zis, was granted one of the BC Leadership Chairs to recruit an outstanding individual at the professorial level for a Chair in Depression Research.

The University of British Columbia is ranked second in research among Canadian universities. It is situated on the west coast of British Columbia in Vancouver. The City of Vancouver has an international reputation as one of the most desirable places in the world to live. The UBC Department of Psychiatry in association with the Brain Research Centre, has a scientific mandate to create new knowledge relevant to mental illnesses and to translate this into improved diagnosis, treatment and prevention of mental health problems in adults and children.

This is a full-time tenured appointment at the full Professor level and is subject to final university approval. Applicants must hold an M.D. or Ph.D. degree or equivalent and a record of recognized accomplishments in areas relevant to the biological origins and causes of depression and the translation of neuroscience discoveries into effective clinical treatments for depressed people.

The successful applicant will provide leadership in innovative research that will generate new knowledge relevant to the:

- Molecular, genetic, neural determinants and mechanisms of depression.
- Development of novel therapeutic approaches, technologies and clinical procedures to improve treatment for depression and related illnesses.

Interested applicants should send their CV, names of four references and a brief statement of research interests to:

Dr. Anthony G. Phillips at aphillips@psych.ubc.ca
201-2255 Westbrook Mall, Vancouver, BC V6T 2A1 www.psychiatry.ubc.ca
The deadline for applications is June 1st, 2004.



Brain
Research
Centre



UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority.

CAREERS

programs in Applied Human Nutrition and Family Relations and Human Development. Both the undergraduate program in Applied Human Nutrition and the Master of Applied Nutrition programs are accredited by the Council of Canada, University and City of Guelph. Description: Established in 1964, U of G consists of six colleges whose undergraduate and graduate programs span the natural and physical sciences, social sciences and humanities. Undergraduate Degree Endowment is as follows: 13,638 and Graduate Degree Endowment is at 1,695. The main campus spans 1,017 acres (165 hectares), including a 408-acre (165-hectare) research park, and a 30-acre (12-hectare) research park. The City of Guelph is rich in both its surroundings and its people. Located 100 km (60 miles) west of Toronto and a scenic country drive to surrounding towns, markets and festivals, Guelph is home to an eclectic choice of restaurants, galleries, shops and theatres, all of which create a diverse and vibrant community. Closing Date: March 31, 2004. Appointment will be as of July 1, 2004 or as negotiated. Applications should include curriculum vitae and names of three referees and should be submitted to: Dr. Joseph Tindale, Chair, Department of Family Relations and Applied Nutrition, University of Guelph, Guelph, Ontario N1G 2W1 (Tel: 519-824-4120, Ext. 6321; Fax: 519-766-0691). More information about the Department and the Applied Human Nutrition Program can be found at website: www.uoguelph.ca/famly/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

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■ **OPTOMETRY** — The University of Waterloo. The School of Optometry is widely recognized for programs both in clinical training and research. Our annual research budget exceeds 7 million dollars. Applications are now being accepted for two probationary (tenure track) positions at the Assistant/Associate/Full level in the School of Optometry. We are looking for vision scientists having a strong background in one or more of the following areas: optics, life sciences and/or ocular diseases. Eligibility for optometric licensure in the province of Ontario would be an asset but not a requirement. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Dr. William R. Stobbe, Director, School of Optometry, University of Waterloo, Waterloo ON, Canada N2L 3G1. Evaluation of candidates will be on April 1, 2004 and successful candidates' positions are filled. All qualified individuals are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

■ **PHILOSOPHY** — The University of Windsor invites applications for a smooth limited-term faculty position in the Department of Philosophy at the rank of Lecturer or Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at: <http://www.uwindsor.ca/facultysearch/>. All qualified applicants are encouraged to apply. The applications of Canadians and permanent residents will be considered first. Carleton University is committed to equity of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Inquiries can be emailed to: jay.drydyk@carleton.ca. Applications (with c.v., names of three or more referees, samples of recent research, and evidence of excellence in teaching) should be sent to: Prof. Jay Drydyk, Chair, Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6. Review of applications begins in March 2004 and will continue until the position is filled.

■ **PHILOSOPHY** — York University. The Department of Philosophy, Faculty of Arts, York University invites applications for a one-year contract limited appointment beginning July 1, 2004 at the Assistant Professor level. The area of specialization is Ethics, Political and Moral Theory. Details in full-page ad in this issue and at <http://www.yorku.ca/scadvice>. Deadline to apply: March 31, 2004. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/scadvice/> or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **PHILOSOPHY** — Newman Theological College, Edmonton, Alberta, invites applications for a tenure track position in philosophy at the assistant professor level beginning on Sept. 1, 2004. The successful candidate will have a doctorate, should know the philosophical tradition in the Catholic Church, including the thought of Thomas Aquinas, and should be aware of how ideas and developments in philosophy, especially modern and contemporary philosophy, as an informed Christian theologian. Candidates with successful teaching experience are preferred. Newman Theological College is a Roman Catholic institution that provides theological and pastoral education on the undergraduate and graduate levels to candidates preparing for lay or ordained ministry and to those pursuing theology as an academic career. The philosophy program at NTC is directed principally towards providing a background for students intending to study theology. Applicants should submit a letter of application, curriculum vitae and the names and addresses of three references to: Rev. Jack Gallagher, Newman Theological College, 15611 St. Albert Trail, Edmonton, Alberta T5V 1S1. Closing date: April 15, 2004.

■ **PHILOSOPHY** — Carleton University. The Department of Philosophy seeks applications for a full-time position, at rank of Associate Professor, subject to budgetary approval. Starting date negotiable, but not later than 2005 July 1. Areas of Specialization: philosophy of language, philosophy of mind, or philosophy of science, especially as components of cognitive science. Research in historical antecedents would be a further asset. Areas of Competence: philosophy of language, philosophy of mind, or

philosophy of science. Ordinary yearly teaching load is 2+3 plus work with graduate students. Carleton University is a research-intensive university in Canada's capital and offers a full range of graduate programs, including a Masters in Philosophy and a PhD in Cognitive Science. The successful candidate will be appointed in Philosophy (<http://www.carleton.ca/philosophy/>) and will contribute significantly to Cognitive Science (<http://www.carleton.ca/cogsci/>). All qualified applicants are encouraged to apply. The applications of Canadians and permanent residents will be considered first. Carleton University is committed to equity of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Inquiries can be emailed to: jay.drydyk@carleton.ca. Applications (with c.v., names of three or more referees, samples of recent research, and evidence of excellence in teaching) should be sent to: Prof. Jay Drydyk, Chair, Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6. Review of applications begins in March 2004 and will continue until the position is filled.

■ **PHYSICAL GEOGRAPHY** — The University College of the Cariboo (UCC). The Department of Geography, Sociology, and Anthropology invites applications for a full-time, ongoing Assistant Professor position in Physical Geography. UCC Geography is seeking a Geographer with expertise in hydrology, glacial geomorphology, or any other field of Physical Geography. Preference is given to applicants who can contribute to interdisciplinary research and teaching initiatives at UCC. The successful candidate will share in the teaching of lower level Physical Geography courses, and teach and develop upper level courses, including a field course. The successful candidate will demonstrate a commitment to excellence in teaching and research, and possess strong interpersonal and collegial skills. An ability and commitment to carry out research in the local region will be viewed as an asset. The position requires participation in departmental initiatives and responsibilities. Please see web page <http://www.cariboo.ca/cc/geog/index.html> for more information. Qualifications: PhD (or near completion at the time of appointment) in Geography or closely related discipline. Start Date / Term of Appointment: August 1, 2004. A review of applications will begin March 5, 2004 and continue until the position is filled. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. UCC is committed to the principle of employment equity. Please forward a letter of application discussing relevant work experience, a current C.V., copies of teaching evaluations if available, quoting the Comp. #04-006 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazel, Human Resources Officer, UCC, P.O. Box 3010, Kamloops, British Columbia, V2C 5N3. Tel: (250) 836-4400. Fax: (250) 836-4401.

■ **PHYSICAL GEOGRAPHY** — The University College of the Cariboo (UCC). The Department of Geography, Sociology, and Anthropology at the University College of the Cariboo invites applications for a full-time, on-

going Lab Faculty position in Physical Geography. The successful candidate will provide lab instruction and assistance in scheduled Physical Geography lab. Outlets will include: designing, grading, and recording assignments and exams; organizing, setting up, and removing of equipment and materials for labs; maintaining, purchasing, and inventorying lab equipment and supplies; maintaining weather station equipment, and providing instructional assistance in its use. The successful candidate may also be asked to teach a section of an Introductory Physical Geography course. Excellent interpersonal and collegial skills are required, as lab faculty must work closely with course instructors. The position requires participation in departmental initiatives and responsibilities. Please see web page <http://www.cariboo.ca/cc/geog/index.html> for more information. Qualifications: B.A. or B.Sc. in Geography, M.Sc. in Physical Geography or closely related disciplines preferred. Lab instructional experience is an asset. Start Date / Term of Appointment: August 1, 2004. A review of applications will begin March 5, 2004 and continue until the position is filled. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. UCC is committed to the principle of employment equity. Please forward a letter of application discussing relevant work experience,

a current C.V., copies of teaching evaluations if available, quoting the Comp. #04-007 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazel, Human Resources Officer, UCC, P.O. Box 3010, Kamloops, British Columbia, V2C 5N3. Tel: (250) 836-4400. Fax: (250) 836-4401.

■ **PHYSICS** — The University of Waterloo. The Department of Physics invites applications for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astrophysical physics, including early universe and inflationary cosmology, standard model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range is \$40,000-\$70,000, depending on qualifications and experience. Candidates should submit by regular mail a curriculum

vita, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4567, Ext. 6831. E-mail: Physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page <http://www.science.uwaterloo.ca/>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **PHYSICS** — The University of Waterloo. The Department of Physics and the Institute for Quantum Computing are pleased to announce a search in the field of experimental quantum information (although exceptional theorists could also be considered for a tenure-track faculty member position). Further information about the search for more senior positions could however be considered. The successful



QUEEN'S UNIVERSITY Kingston, Ontario, Canada

Tenure Track Positions Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Accounting, Finance, Quantitative Methods/Management Science, Operations Management, Managerial Economics/MOT, Marketing, Human Resources/Industrial Relations and Strategy and Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS: Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION: Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION: Queen's School of Business has an outstanding reputation in its academic programs. Our M.Sc. and PhD programs in Management attract highly qualified research-oriented students. Our flagship undergraduate Commerce program has the highest entrance standards in Canada. Queen's MBA for Science & Technology is ranked globally as number 2 among non-US business schools, by *Business Week* and in each of the last six years has been ranked either number one or number two in Canada by *Canadian Business Magazine*. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

The effective date of the appointment will be July 1st, 2004, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Brent Gallupe, Associate Dean
Queen's School of Business, Queen's University
Goodes Hall - Rm. 346
Kingston, Ontario K7L 3N6

www.business.queensu.ca

RYERSON UNIVERSITY

Canada's leading university for applied education with over 40 career-oriented undergraduate and graduate programs, distinguished by their relevant curriculum and applied research, scholarly and creative activities. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

CHAIR, DEPARTMENT OF MECHANICAL AND INDUSTRIAL ENGINEERING

The Office of the Dean, Faculty of Engineering and Applied Science, invites applications and nominations for the position of Chair for an initial term of five years, beginning July 1, 2004. The Department is currently composed of 31 full-time faculty, 9 support staff and approximately 700 undergraduate students pursuing Bachelor of Engineering degrees in the accredited Mechanical Engineering and Industrial Engineering programs.

The Department has recently undergone considerable expansion, and undertaken significant development of its research and graduate studies activities. Approximately 90 students are currently enrolled in M.A.Sc. and M.Eng. graduate programs in the Department. A PhD program will commence in September 2004, subject to the approval of the Ontario Council on Graduate Studies and the Board of Governors of Ryerson University. Faculty members of the Department are engaged in a wide spectrum of research activities within the fields of aerodynamics, thermofluids, manufacturing, materials, solid mechanics, and industrial engineering. Several faculty members have adjunct professorships and co-supervise graduate students in other Ontario universities. Research funding from NSERC and other sources is supplemented with industrial sponsorships. Further information is available at the departmental Web site at www.mie.ryerson.ca.

The Chair will provide strong leadership to maintain excellence in both undergraduate and graduate teaching, and further enhance the development of the undergraduate and graduate programs at this exciting time in the Department's evolution. The Chair will promote the expansion of applied research, establish strong university-industry relationships, support fundraising activities, and effectively administer resources. The Chair will facilitate a collegial, interactive learning environment for all undergraduate and postgraduate students, faculty and staff.

Candidates must have a PhD in Mechanical or Industrial Engineering or in a related discipline, be eligible for appointment at the Associate or Full Professor level, and be a member of, or eligible for membership in, the PEO. Besides having a demonstrated administrative capability, the candidate is expected to be motivated by the challenges facing our undergraduate and graduate programs, and be a visionary leader with a strong research record and demonstrated success in securing both industrial and government-sponsored funding.

Applications and nominations, including a curriculum vitae, a statement of interest addressing the candidate's role as an administrator, educator and researcher, and the names of three references, should be sent to: Dr. S.A. Bactor, Dean, Faculty of Engineering and Applied Science, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. E-mail: sbactor@ee.ryerson.ca. The deadline for applications and nominations to be received is 4:00 p.m., Monday, March 8, 2004.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

CAREERS CARRIÈRES

candidate will interact with faculty members of the Physics Department and be a member of the newly created Institute for Quantum Computing at the University of Waterloo. He/She will also have the opportunity to participate in activities at the nearby Perimeter Institute for Theoretical Physics. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. We invite the candidates to visit our websites www.science.uwaterloo.ca/physics and www.iqc.ca. A PhD and significant evidence of excellence in research and the potential for effective teaching are required. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, a statement of their teaching goals, up to 5 selected reprints/preprints and at least 3 letters of reference to Prof. Raymond Laflamme, Chair, Quantum Computing Appointments Committee, Department of Physics and Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, e-mail: tef@uwaterloo.ca, phone: (519) 888-4021, fax: (519) 746-8115 by April 15th 2004. Salary will depend on the candidate's qualifications. The starting date is September 1, 2004 or thereafter. All qualified candidates are encouraged to apply, including women, members of visible minorities, native peoples and persons with disabilities; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds. More than one position may be available depending on our funding situation.

■ **PHYSICS** — McGill University. The Gutter research group focuses on application of scanning probe microscopy (AFM, STM) and other techniques (field ion microscopy, mechanical break junctions) to nanoelectronics. We are using a variety of unique SPMs to perform measurements to understand the electronic and mechanical properties of atomic-scale contacts to individual molecules. We are looking for a creative research associate or postdoctoral fellow interested in working in this interdisciplinary environment. We expect experience in the application of scanning probe microscopy. In the development of cryogenic and UHV SPM instrumentation and a hands-on background in electronics. Positions are initially for two years, with extension possibilities upon mutual agreement. Salaries will be commensurate with experience. Please send your electronic application (CV, publication list and the contact information of three references) to gutter@physics.mcgill.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **PHYSICS & ASTRONOMY** — The University of Western Ontario. The Department of Physics and Astronomy invites applications from women and aboriginal peoples for a probationary tenure-track position at the rank of Assistant Professor in the areas of Atmospheric or Planetary Physics to begin on July 1, 2005. The successful candidate will be nominated for an NSERC University Faculty Award (www.nserc.ca/guide/v3/g_e.html) and must meet NSERC's eligibility criteria for this award. In particular, candidates must be Canadian citizens or permanent residents, and must not have held a tenure-track position at a Canadian university. The medical physics research community at Western is extremely large and diverse, with established research strengths in areas that include MRI, Ultrasound, PET, SPECT, bioluminescence, biomaterials, and radiation therapy. Researches are based in the Faculties of Science, Engineering, Medicine and Dentistry, as well as the Roberts Research Institute, the London Health Sciences Centre, and the London Regional Cancer Centre. The Department of Physics and Astronomy has recently appointed a Tier 2 Canada Research Chair in Medical Physics and introduced a new undergraduate program in Honors Medical Physics. Candidates must have a PhD and a proven research record. The successful

candidate will be expected to establish an independent and innovative externally funded research program involving the training of graduate students. She or he will be expected to participate effectively in teaching at the undergraduate and graduate levels. We seek applicants with research and teaching strengths in any areas of atmospheric or planetary physics. Interested candidates should submit a curriculum vitae, a list of publications, a research plan, and the names and addresses of three referees, and arrange for three letters of reference to be sent directly to: Prof. James Moonhead, Acting Chair, Department of Physics and Astronomy, The University of Western Ontario, London, ON N6A 3K7, Canada. The closing date for applications is April 30, 2004. This position is contingent on receiving the NSERC UFA award and is subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **PHYSICS & ASTRONOMY** — The University of Western Ontario. The Department of Physics and Astronomy invites applications from women and aboriginal peoples for a probationary (tenure-track) position at the rank of Assistant Professor in the area of medical physics to begin on July 1, 2005. The successful candidate will be nominated for an NSERC University Faculty Award (www.nserc.ca/guide/v3/g_e.html) and must meet NSERC's eligibility criteria for this award. In particular, candidates must be Canadian citizens or permanent residents, and must not have held a tenure-track position at a Canadian university. The medical physics research community at Western is extremely large and diverse, with established research strengths in areas that include MRI, Ultrasound, PET, SPECT, bioluminescence, biomaterials, and radiation therapy. Researches are based in the Faculties of Science, Engineering, Medicine and Dentistry, as well as the Roberts Research Institute, the London Health Sciences Centre, and the London Regional Cancer Centre. The Department of Physics and Astronomy has recently appointed a Tier 2 Canada Research Chair in Medical Physics and introduced a new undergraduate program in Honors Medical Physics. Candidates must have a PhD and a proven research record. The successful

candidate will be expected to establish an independent and innovative externally funded research program involving the training of graduate students. She or he will be expected to participate effectively in teaching at the undergraduate and graduate levels. We seek applicants with research and teaching strengths in any areas of medical physics. Interested candidates should submit a curriculum vitae, a list of publications, a research plan, and the names and addresses of three referees, and arrange for three letters of reference to be sent directly to: Prof. James Moonhead, Acting Chair, Department of Physics and Astronomy, The University of Western Ontario, London, ON N6A 3K7, Canada. The closing date for applications is April 30, 2004. This position is contingent on receiving the NSERC UFA award and is subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **PHYSIOLOGY & BIOPHYSICS** — Dalhousie University. The Department of Physiology & Biophysics invites applications for a faculty position at the instructor level. This is a probationary appointment. The major responsibilities of the position include, but are not limited to: course coordinator and instructor for an undergraduate distance education course; in consultation with course coordinators, prepare and present lectures in selected undergraduate courses; participate in COPS conferences, mini-courses and tutorials as assigned; provide instructional and technical support in various undergraduate teaching laboratories. The position is required to select and supervise teaching assistants in the student labs. Other duties as required. The

successful candidate will have a graduate degree in Physiology & Biophysics. Previous experience teaching undergraduate courses and computer programming abilities required. Experience with the COPS curriculum would be a definite asset. Please submit a curriculum vitae and at least three references to: Dr. Paul R. Murphy, Head, Department of Physiology & Biophysics, Faculty of Medicine, Dalhousie University, Halifax, NS, B3H 1X5 Canada. Applications must be received no later than March 31, 2004. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Dalhousie University is an Employer Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **POLITICAL SCIENCE** — The University of Windsor invites applications for a one-year limited-term position in Political Science, at the rank of Assistant Professor or Lecturer commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Tom Najem, Head, Department of Political Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 2347; Fax: 519-973-7054; Email: tnajem@u Windsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drazil, Director, Faculty Recruitment at 877-655-6608 (toll free) or recru@u Windsor.ca.

■ **PROTEOMICS & BIOINFORMATICS** — The University of British Columbia. Canada Research Chairs are designed to attract to Canada international leaders in their field. For more information about this program, visit <http://www.ubc.ca/chairs>. Successful candidates will have established successful research programs in aspects of proteomics or bioinformatics and have a strong track record of obtaining peer-reviewed support. The University of British Columbia has made Proteomics and Bioinformatics a research priority and is seeking applications for an additional Faculty position in each discipline. UBC has formal associations with Genome BC, The Genome Sciences Centre and the Institute for Systems Biology in Seattle. The Biomedical Research Centre is a unique, trans-disciplinary group of researchers affiliated with different Departments and Faculties, currently encompassing the Faculties of Medicine and of Science, and the Departments of Medicine, Chemistry, Medical Genetics, Pathology and Laboratory Medicine, Zoology and Microbiology and Immunology. BRC faculty members work closely together in an open-ended, shared laboratory space, co-training each others students, postdoctoral fellows and technicians. Research focuses on the processes through which the body defends itself against microbes and cancer, and repairs and regenerates dam-



TENURE-TRACK FACULTY POSITIONS Department of Computer Science

The Department of Computer Science at Memorial University of Newfoundland is embarking on a multi-year expansion and renewal program. The department currently has 18 tenure track faculty members and supports M.Sc., PhD and collaborative graduate programs. For more details, see www.cs.mun.ca.

Applications are invited for two tenure-track positions at the Assistant or Associate Professor level, starting no later than September 1, 2004. A PhD in Computer Science or related field is required at the time of appointment.

The department is looking to increase its linkage with other units of the university and to strengthen its participation in Memorial's Computational Science program. Interdisciplinary work and the potential of collaboration with current department members will be an asset. However, outstanding candidates from all application areas of Computer Science will be considered. All applicants are expected to demonstrate the potential to be excellent undergraduate and graduate teachers, and possess a strong research record with outstanding promise for future research.

Review of applications will begin March 31, 2004, and continue until suitable candidates have been identified. Candidates should submit a Curriculum Vitae, a description of research interests and academic goals, a description of their teaching interests, experiences and philosophy, and a maximum of 3 selected preprints of publications. They should also arrange for three confidential letters of recommendation. All material should be sent to: Dr. Wolfgang Banzhaf, Head, Department of Computer Science, Memorial University of Newfoundland, St. John's, NL, Canada, A1B 3X5; Email: chairs@mun.ca.

Memorial University is the largest university in Atlantic Canada. As the Province's only university, Memorial plays an integral role in the educational and cultural life of the Province of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 17,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a very safe and friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.



Dalhousie University Assistant Professor in Food Science Department of Food Science & Technology

Dalhousie University is seeking applicants for a probationary tenure track faculty position in food engineering within the Department of Food Science and Technology, Faculty of Engineering. This is a new position, the second of three planned appointments in the Department, and is part of a new Bachelor of Applied Science (Food Science) program. Experience in seafood science would be considered an asset. Applicants should have a PhD in a relevant field (or be very close to completion at the time of application) and show evidence of teaching and research ability. Eligibility for registration as a Professional Engineer is required.

The successful applicant will teach at the undergraduate and graduate levels, carry out research and become involved with the industrial technology transfer activities of the Canadian Institute of Fisheries Technology. The applicant must have strong communication skills and will be expected to attract and maintain research funding through grants and contracts, supervise graduate students at the Master's (M.Sc.) and Doctoral (PhD) levels and have a strong commitment to teaching. The anticipated appointment date is July 1, 2004.

Applications, including a curriculum vitae and the names of four referees, may be submitted in confidence to:

Dr. A.T. Paulson
Department of Food Science and Technology
P.D. Box 1000
Halifax, Nova Scotia, B3J 2X4
Fax: at 902-420-0219
Email: Allan.Paulson@dal.ca.

All correspondence will be acknowledged.

A more detailed description of the department is available at <http://www.dal.ca/~foodsci/>. A review of applications will begin April 15, 2004 and continue until a suitable candidate is selected.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employer Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible people and women.

Directeur exécutif

The Camargo Foundation, Cassis, France

Entrée en fonction : été/automne 2005

Occasion exceptionnelle pour un administrateur bilingue (français/anglais) portant un intérêt particulier aux arts (écriture, composition musicale, arts visuels) et aux humanités et sciences sociales liées à la culture française ou francophone.

Pour des renseignements détaillés, veuillez consulter le site Internet suivant : www.search-associates.com

The Camargo Foundation Cassis, France



Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université

Information Systems Officer Agent(e) des systèmes d'information

The Canadian Association of University Teachers is seeking an Information Systems Officer for a two-year term, effective June 1, 2004.

Duties will include designing a new electronic filing and document storage/retrieval system, redesigning the central filing system and reorganizing a small resource library and an archival storage system. The ideal candidate will have a master's degree in library science, or equivalent education and experience, along with demonstrated competence in the design of records management systems. The ability to work in both official languages is a definite asset.

Salary: \$64,505 (hire rate), plus 5 weeks vacation and an excellent benefits plan.

Interested candidates should forward their applications by March 31, 2004 to: James Turk, Executive Director, CAUT, 2675 Queensview Drive, Ottawa ON K2B 8K2, Fax: 613-820-7244; E-mail: acppu@caut.ca.

All applications will be treated confidentially. Only those candidates selected for an interview will be contacted.

L'Association canadienne des professeurs et professeurs d'université est à la recherche d'un(e) agent(e) des systèmes d'information pour une période de deux ans à compter du 1^{er} juin 2004.

Le/la titulaire du poste sera appelé(e) à concevoir un nouveau système électronique de classement et de stockage et de consultation des documents, à reprendre la conception du système de classement central et à réorganiser une petite bibliothèque de ressources et un système d'archivage. Le candidat ou la candidate idéal(e) possède une maîtrise en bibliothéconomie ou l'équivalent et de l'expérience et doit avoir la capacité manifeste de concevoir des systèmes de gestion des documents. La capacité de travailler dans les deux langues officielles est un atout certain.

Salaires : 64 505 \$ (taux de rémunération à l'embauche) plus 5 semaines de congé annuel et un excellent régime d'avantages sociaux.

Les candidats et les candidates intéressés(es) doivent soumettre leur demande au plus tard le 31 mars 2004 à : James Turk, directeur général, ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2; Téléc. : 613-820-7244; Courriel : acppu@caut.ca.

Toutes les candidatures seront traitées de façon confidentielle. Seuls les candidats ou candidates sélectionné(s) pour une entrevue seront contacté(s).



You & Your CAUT Bulletin...

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CAREERS CARRIÈRES

aged tissues. The BRC is fully equipped for mass spectrometry and proteomics (MALDI TOF/TOF, QTOF and iontrap mass spectrometers plus 2D gel system and system for robotic processing of slides). The facility is also equipped with a laser scanning confocal microscope, a flow cytometer, and the generation and housing of genetically modified mice. Appointment will be on a full-time basis. The Professor and salary will be commensurate with qualifications and experience. Attractive basic and clinical research interests will be provided. The successful candidate will be appointed in the appropriate department. The University of British Columbia is based on the basis of merit and is committed to employment equity. There is no restriction with regard to nationality or residence for Canada Research Chair positions, and this position is open to all candidates. This offer will be made in keeping with immigration requirements associated with the Canada Research Chairs program. Applicants should submit a curriculum vitae and a statement of current research interests and future plans. Apply to: Dr. John W. Schrader, Director, The Biomedical Research Centre, University of British Columbia, 2222 Health Sciences Mall, Vancouver, BC V6T 1Z3, Canada. Tel: 604-422-7815, EM: jwschrader@cw.bc.ca.

■ **PSYCHOLOGY** — St. Thomas University is a Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Psychology invites applications for two entry-level, nine-month limited-term positions commencing August 1, 2004. One of the successful candidates will teach multiple sections of Introduction to psychology and principles of statistics and research methods. The other will teach multiple sections of Introduction to psychology and principles of statistics. A PhD or equivalent research experience is required. Applicants are to submit a curriculum vitae, samples of scholarly research, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Ian Fraser, Chair, Psychology Department, St. Thomas University, 1000 University Ave., Peterborough, ON K9V 5B5. Closing date: April 15, 2004, or when positions are filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

■ **PULMONARY MEDICINE** — The University of Alberta. The Division of Pulmonary Medicine is searching for a new faculty member at the level of Assistant/Associate Professor. Applicants should have completed a Pulmonary Medicine fellowship at an accredited facility and have Royal College certification in Pulmonary Medicine or its equivalent. The applicants for the rehabilitation position should have specific training and experience in the field of Pulmonary Rehabilitation. An active Pulmonary Rehabilitation unit is already established with approximately 250 patients admitted per year. Scholarly interests in pulmonary medicine are required. The successful candidates will join a division currently comprising six basic scientists and nine academic clinicians. Our division includes the full range of subspecialty pulmonary services including Critical Care, Sleep Medicine and Pulmonary Transplantation. There is excellent collaboration between pulmonary medicine and several basic science departments and facilities, such as Physiological Engineering. The University of Alberta is one of the major research universities in Canada with over 34,000 students, research funding over \$230 million and is well known for its vibrant river valley, vibrant festivals and outstanding cultural and sports facilities. Applications should include a curriculum vitae and the names and addresses of three potential referees and should be sent prior to April 30, 2004 to: Dr. Irvin Mayers, Director, Pulmonary Division, 254.36 WMC, University of Alberta, Edmonton, Alberta, Canada T6G 2B7. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **RELIGIOUS STUDIES** — Saint Mary's University. The Department of Religious Studies invites applications for a full-time, tenure-track position at the rank of Assistant Professor in Cooperative Religious Ethics to begin July 1, 2004. The preferred candidate will teach and do preferred research on at least two religious and/or cultural systems, be prepared to use community-based qualitative research methods researching ethical/religious issues and contribute to our institutional cooperation with the Atlantic School of Theology (AST) and the Atlantic Centre for Ethics and Public Affairs (ACEPA). The candidate will have a PhD or demonstrate that the degree will be completed by December 31, 2004. The appointment is subject to budgetary approval. The Faculty of Arts is committed to a dynamic learning environment for undergraduate students. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, and integrating such activity

as part of learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in scholars with creative approaches to undergraduate education who can also contribute to its interdisciplinary programs. As part of the University's commitment to strengthening graduate education, the Department of Religious Studies is developing a dual-stream MA in Religion and Culture and Theology in collaboration with the Atlantic School of Theology. The successful candidate will be expected to participate in the planning and implementation of this new program. Applications must include a CV, teaching dossier, writing sample, and the names and addresses of three potential referees. Letters of application should be mailed (no email applications) to: Dr. Paul Bowby, Chair, Dept. of Religious Studies, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, e-mail: paul.bowby@smu.ca. The closing date for applications is April 15, 2004. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Visit our web site at www.stmarys.ca. Salary and working conditions are defined by the university's collective agreement posted at <http://www.dbs.ns.ca/~smu/>.

■ **RELIGIOUS STUDIES** — Saint Mary's University. The Department of Religious Studies invites applications for a full-time, tenure-track position at the rank of Assistant Professor in the Social Scientific Study of Religion to begin July 1, 2004. Applications are invited from candidates with broadly-based expertise in anthropological and/or sociological methods in the study of religions, and conducting research on religions in North America. The successful candidate will have a PhD in hand or complete the degree by August 31, 2005. The Faculty of Arts is committed to a dynamic learning environment for undergraduate students. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, and integrating such activity as part of learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in scholars with creative approaches to undergraduate education who can also contribute to its interdisciplinary programs. As part of the University's commitment to strengthening graduate education, the Department of Religious Studies is developing a dual-stream MA in Religion and Culture and Theology in collaboration with

the Atlantic School of Theology. The successful candidate will be expected to participate in the planning and implementation of this new program. Applications must include a CV, teaching dossier, writing sample, and the names and addresses of three potential referees. Letters of application should be mailed (no email applications) to: Dr. Paul Bowby, Chair, Dept. of Religious Studies, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, e-mail: paul.bowby@smu.ca. The closing date for applications is August 27, 2004. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Visit our web site at www.stmarys.ca. Salary and working conditions are defined by the university's collective agreement posted at <http://www.dbs.ns.ca/~smu/>.

■ **RELIGIOUS STUDIES** — St. Thomas University is a Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Religious Studies invites applications for an entry-level, nine-month limited term appointment to begin August 1, 2004. As well as teaching an introductory course in Religious Studies, the successful candidate will be expected to be involved in Religion and Sexuality, Death and Dying, Foundations of Christian Ethics, and Environmental Ethics. A PhD or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Thomas Pankill, Chair, Religious Studies Department, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: April 15, 2004, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

■ **RHEUMATOLOGY** — The University of Alberta. The Department of Medicine is seeking applications for full time, tenure track academic positions in Rheumatology at both the Assistant Professor and Associate Professor ranks. Applicants must have Royal College certification in Internal Medicine and Rheumatology and be eli-

gible for licensure to practice medicine in the Province of Alberta. Primary duties include clinical teaching as well as another academic focus such as research, education or medical education. The Division of Rheumatology currently has five full time faculty and seven clinical faculty. There is active basic science research along with a well funded clinical research program. Superb opportunities for collaborative research are present within the Department of Medicine and within the Faculty of Medicine and Dentistry. A highly competitive remuneration and benefits package is available through the Department's Alternate Funding Fund. The University of Alberta is one of the major research universities in Canada with over 34,000 students, research funding over \$250 million yearly, more than 400 distinct research laboratories and more than 110 masters and 60 doctoral programs. The library is the second largest in Canada and the high quality of teaching has been recognized with over 22 national teaching awards in the 1990's. The 89 hectare campus contains outstanding educational, research and cultural facilities and has been a major host site for events such as the World University Games and the 2001 World Championships in Athletics. The Faculty of Medicine and Dentistry is led by Dean Lorne Tyrrell who developed the world's first effective treatment for hepatitis B. The University has spawned over 40 active

spin-off companies which have created more than 3300 jobs in the Edmonton area. Over 180 formal linkages have been forged with institutions in 46 countries giving the U of A vital international academic relationships. Edmonton, with a metro population of about 500,000, is the cosmopolitan capital of Alberta and is famous for its vibrant river valley, vibrant festivals, outstanding cultural facilities and groups, the success of its professional and amateur athletes and teams, its average of 12.3 hours daily of sunshine and the lowest taxes in the country. Applicants are asked to outline their academic interests and provide a proposal for accomplishing their academic goals. Interested candidates may send their curriculum vitae, and the names and addresses of three referees by April 30, 2004 to: Dr. Joanne Hanly, Director, Division of Rheumatology, 562 HMC, University of Alberta, Edmonton, Alberta T6G 2S2. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Employment Opportunities

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OUC is currently seeking applications for Assistant Professor positions in its Faculty of Science and its Faculty of Arts for the following term (full-time) appointments:

1) FACULTY OF SCIENCE — KELOWNA

Biology — Competition No. 12FAC04
Closing Date: March 31, 2004

2) FACULTY OF ARTS — KELOWNA

Fine Arts — Competition No. 04FAC04
Closing Date: March 31, 2004

Geography — Competition No. 07FAC04
Closing Date: April 16, 2004

Please note: These positions are subject to budget approval.

Full details on these and other positions currently open at OUC may be viewed on our website at: www.ouc.bc.ca/jobpostings.

OUC is committed to employment equity and encourages applications from qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. International applicants are encouraged to apply in accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Landed Immigrants (permanent residents) of Canada. OUC wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

www.ouc.bc.ca



Simon Fraser University J.S. Woodsworth Chair in the Humanities

The J.S. Woodsworth Chair in the Humanities has been endowed in order to honour the legacy of J.S. Woodsworth, ordained minister, social activist, and politician, through an academic appointment involving teaching, research, and other scholarly activities in the Humanities. At this time the Department of Humanities is seeking a candidate for this appointment who has expertise in the field of Religion and Social Change.

The Humanities Department is an interdisciplinary department focusing primarily on the three main periods of European thought (ancient, medieval, modern) with some courses on Asian Studies. The Chair-holder will normally teach three courses annually, including the J.S. Woodsworth seminar and, working closely with the Institute for the Humanities, engage in other scholarly and public activities associated with the Woodsworth legacy.

The appointment will be at the Associate or Full Professor rank and applicants should have an earned doctorate or equivalent as well as a strong record of scholarly achievement.

Applicants should forward a curriculum vitae, a statement of interest and three letters of reference by 15 April 2004 to: The Woodsworth Search Committee, Department of Humanities, Simon Fraser University, Burnaby, B.C. V5A 1S6. For further information contact Wendy Sjolin at wsjolin@sfu.ca or consult the web site of the Department of Humanities (www.sfu.ca/humanities-institute/) or the Institute for the Humanities (www.sfu.ca/humanities-institute/).

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to budgetary approval.

Answer to Homework!

From page A6. It is possible for all the bricks to weigh a total of three kilograms; simply consider a set of three bricks each weighing a kilogram. However, the total weight cannot be more than three kilograms. Arrange the bricks in decreasing order of weight. Begin setting them aside until either all the bricks are exhausted or the total weight of those set aside just exceeds one kilogram. Then at most two kilograms of bricks have been set aside (since the last brick cannot weigh more than one kilogram). Since we cannot have two sets weighing more than one kilogram, at most one kilogram of the bricks must remain.



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www.careers.ualberta.ca

Obstetrics and Gynecology

The Department of Obstetrics and Gynecology, University of Alberta, is seeking to recruit to the following two full-time continuing positions:

Obstetrician/Gynecologist - Clinician/Educator

The successful candidate will be an integral part of the Department's clinical undergraduate and postgraduate educational programs. The position is Full-time and will include a clinical practice in general obstetrics and gynecology based at the Royal Alexandra Hospital. Expertise in a specific clinical or educational domain would be a distinct asset.

Academic Reproductive Endocrinology and Infertility Specialist Physician

The successful candidate will be expected to have wide experience in Assisted Reproductive Technology (ART) and to be involved with the establishment and direction of the ART program within the Royal Alexandra Hospital in conjunction with current faculty. The candidate will be involved with postgraduate and undergraduate medical education and will be expected to have an active research interest and demonstrated skills in clinical and/or basic research and education.

Send application and curriculum vitae by May 1, 2004 to:

Dr. J. Wylam Faught
Professor and Chair/Site Chief
Department of Obstetrics and Gynecology
Royal Alexandra Hospital
201 Community Services Centre
10240 Kingsway Avenue
Edmonton, Alberta, Canada T5H 3V9

Detailed information about both positions can be found at www.careers.ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

Province of Ontario through the Ontario Research and Development Challenge Fund. The Institute will advance research in the financial risk management area and disseminate new knowledge. A generous contribution by the Canadian Imperial Bank of Commerce to the UWC's campaign, "Building a Talent Trust," has enabled the University to inaugurate two CBC Chairs in Financial Risk Management under the auspices of the IQFI. One of these Chairs will be located in the Department of Statistics and Actuarial Science. The purpose of this Chair is to help the University of Waterloo enhance its leadership role in finance and insurance education and research, and to expand its expertise by building on its present strengths; to attract students of the highest calibre; and to support and supplement faculty influence on professional education and current practice; to give prominence and recognition to the interaction between the university and the insurance and financial services industry; by CBC, to support applied research, and the transfer of basic research into current practice in the financial services and insurance industries. The Canadian Imperial Bank of Commerce is a leading North American financial institution. Through its comprehensive client services, the bank works branches and offices across Canada and around the world. CBC offers a full range of products and services to more than nine million personal banking and business customers. The appointment is for a period of up to five years, with expectation of renewal. The anticipated start date is July 1, 2004. The duties of the Chair holder include: conducting and overseeing a program of research relevant to financial risk management, actuarial science or insurance; undergraduate and graduate teaching; leading seminars and colloquia that involve both undergraduate and graduate students; disseminating applied research through seminars and professional meetings. The Chair holder will be a member of the Department of Statistics and Actuarial Science in the Faculty of Mathematics at the University of Waterloo and play a leadership role in the Institute for Quantitative Finance and Insurance. The ideal candidate will have earned a PhD in an appropriate field of research within the last few years, and will already have a strong record as a researcher, with exceptional promise for distinction in some aspect of actuarial science, finance or closely related discipline. The successful candidate must possess strong communication skills and be an excellent teacher. Please send applications and nominations, including a recent curriculum vitae, by April 30, 2004 to Professor Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

STRUCTURAL ENGINEERING—Concordia University. The Department of Building, Civil and Environmental Engineering is inviting applications for a tenure-track faculty position in the area of Structural Engineering. The appointment will be with the Assistant Professor level or, for exceptional qualifications, at the Associate Professor rank. Applicants must possess a PhD in Civil Engineering and have a proven track record in the analysis and design of reinforced concrete structures. Applicants with expertise in experimental structural testing and practical design experience are especially invited. The successful candidate will be expected to assume responsibility for the development of the structural testing laboratory and establish a significant research program addressing the application of new materials as well as innovative systems to rehabilitation of civil engineering infrastructure. A strong commitment to supervision of M.Sc., and PhD students and to excellence in teaching at both the graduate and undergraduate levels incorporating computer applications is also expected. Knowledge of French is an asset. Membership, or eligibility for membership, in a Canadian professional engineering association is required. The appointment will be made effective August 1st, 2004. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Dr. Osama Meschi, Professor and Chair, Department of Building, Civil and Environmental Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M6. Applications will be accepted until the position is filled. Further information about Concordia University and the Department of Building, Civil and Environmental Engineering can be found at the <http://www.concordia.ca>. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

SYSTEMS & COMPUTER ENGINEERING—Carleton University. Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Systems and Computer Engineering to commence January 2005. This position is subject to budgetary approval. Applicants must have a PhD in Electrical and Computer Engineering or an equivalent discipline. Membership in a Canadian professional engineering association is required at the time of appointment or within two years of appointment. Candidates should be ready to teach undergraduate and graduate courses in the area of real time systems, embedded systems, and software/hardware interfaces; biomedical engineering; or other areas of interest to the Department. Candidates must have demonstrated capability in research in an area of interest to the Department, including computer systems and software engineering, systems and machine intelligence, management of engineering processes, or biomedical engineering, as well as others. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. The Department of Systems and Computer Engineering is

research-intensive, hosting a large and active community of some 280 graduate students in several programs, as well as a full suite of undergraduate programs covering the ECE spectrum. Full advantage is taken of the high concentration of industry, government, and university technology organizations in the Ottawa area. The Department is a major participant in CITO (Communications and Information Technology Ontario), CTR (Canadian Institute for Telecommunications Research), the National Capital Institute of Telecommunications (NCIT) and other research and information technology consortia and Centres of Excellence. More information on the department is available from its web page at <http://www.sce.carleton.ca/>. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal people, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be accepted until March 31, 2004 or until position is filled. Applicants, with a curriculum vitae and the names of three referees should be sent to: R.A. Goubran, P.Eng., Professor and Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Canada. Email: ra.goubran@carleton.ca; Telephone: (613) 520-5742; Fax: (613) 520-5727.

THEATRE—Concordia University. The Department of Theatre invites interesting combinations of artists/scholars to apply for a sabbatical replacement Limited Term Appointment in Theatre and Development at the rank of Lecturer. Applicants will have academic and practical experience in

one or more of the following areas: Community-based Theatre, Popular Theatre, Theatre for Social Change, Theatre for Development, theatre d'intervention, performance and/or "live art." Involvement in some form of relevant cultural practice with expertise in multi-cultural approaches in Canada and/or internationally will be a distinct asset, as will be cross or interdisciplinary competencies in areas such as Theatre Performance or Theatre Studies. Experience and demonstrated excellence in scholarship and teaching at the university level are highly desirable. Applicants, including a resume and the names of at least three referees, should be sent to: Chair, Department of Theatre, Concordia University, 7141, Sherbrooke St. West, Montreal, QC H4B 1R6. Deadline for receipt of applications is March 25, 2004. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity.

V

VISUAL ARTS—The University of Windsor. The School of Visual Arts invites applications for a 12-month limited term studio position at the rank of Assistant Professor or Lecturer commencing July 1, 2004. For a detailed position description visit our website at <http://www.uwindsor.ca/facultypositions>. Contact: Professor Brenda Francis Pelkey, Chair, Appointments Committee, School of Visual Arts, University of Windsor, Windsor, Ontario, N9B 3P4, Phone: 519-253-3000 ext. 2828, Fax: 519-971-2547, Email: b.pelkey@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-565-6508 (toll free) or recruit@uwindsor.ca.

W

WOMEN'S STUDIES—The University of Guelph invites applications for a tenure track position in women's history at the rank of Assistant Professor effective 1 July 2004. Preference will be given to those with expertise concerning non-Western women, especially in a region such as Asia, the Middle East, Africa and Latin America. Ability to teach history of the family is an asset. PhD in history or related field. Must have evidence of potential for excellent teaching and research are essential. The successful candidate will be appointed to the Department of History and teach 60% there and 40% in Women's Studies. The appointee will be expected to contribute to undergraduate teaching at all levels in History and Women's Studies, and to participate in History's graduate (M.A. and PhD) activities through publications, and should arrange to have three letters of reference sent to: Dr. Linda Mahood, Chair of Selection Committee, Department

of History, University of Guelph, Guelph, Ontario, N1G 2W1 before the extended deadline of 31 March 2004. See: www.uoguelph.ca/history; www.uoguelph.ca/studies. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ACCOMMODATIONS

FIRENZE/ITALY—Sabbatical/Holiday Rental—Central location, attractive 2 double bedrooms apartment, living and dining room, well equipped kitchen. Monthly 4 weeks! 1350.00 euros + utilities/final cleaning. Weekly all included 650.00 euros (two people). Spezzotti PH: +39-055-245 739; e-mail: curetti@tin.it.

TORONTO—Antique furnished 2 story 4 bedroom home (presently set up as master bedroom with an ensuite, den and 2 offices) in Moore Park. Suitable for adults. Formal living and dining room with view-scouting, french doors, garden room with walk out to a deck and fenced garden. Power room, central air, security system, private drive. Close to U of T, Ryerson, Glenora Campus of York U. Available May to November 2004. Rent: \$5500.00 including all utilities. Please contact: Frits Howes howes@netnet.com.

TORONTO—Sabbatical Rental, August-October, 3 bedroom house in Bloor West Village 15' to downtown. Near schools, TTC and High Park. \$1,850 + utilities. Contact: 416-781-1760, terrandof@netnet.com.

VANCOUVER ISLAND, BC—Charming 3-bedroom waterfront retreat on 2 wooded acres in scenic Comox Valley, fully furnished and equipped. Easy access to Vancouver and Victoria, first-class skiing, outstanding outdoor opportunities, excellent schools and all amenities. Available Sept 1/04-June 30/05, \$895 + utilities. Contact: carole@shelburne.ca; (416) 544-9253.

GENEVA/SWITZERLAND—Holiday-Short Stays, Central, attractive studio (21/2 rooms) sleeps 2/3. Weekly all included 550.00 euros. Spezzotti PH: +39-055-245 739; e-mail: curetti@tin.it.

der room, central air, security system, private drive. Close to U of T, Ryerson, Glenora Campus of York U. Available May to November 2004. Rent: \$5500.00 including all utilities. Please contact: Frits Howes howes@netnet.com.

TORONTO—Sabbatical Rental, August-October, 3 bedroom house in Bloor West Village 15' to downtown. Near schools, TTC and High Park. \$1,850 + utilities. Contact: 416-781-1760, terrandof@netnet.com.

VANCOUVER ISLAND, BC—Charming 3-bedroom waterfront retreat on 2 wooded acres in scenic Comox Valley, fully furnished and equipped. Easy access to Vancouver and Victoria, first-class skiing, outstanding outdoor opportunities, excellent schools and all amenities. Available Sept 1/04-June 30/05, \$895 + utilities. Contact: carole@shelburne.ca; (416) 544-9253.

GENEVA/SWITZERLAND—Holiday-Short Stays, Central, attractive studio (21/2 rooms) sleeps 2/3. Weekly all included 550.00 euros. Spezzotti PH: +39-055-245 739; e-mail: curetti@tin.it.

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Comp. 04-4003 closes Mar. 26/04;

Comp. 04-4005 closes Mar. 19/04

Art History

Comp. 04-4004 closes Mar. 26/04

Marketing

Comp. 04-4006 closes Mar. 26/04

For full details, please click on Employment Opportunities on the Malaspina University-College website www.mal.ca, or call the 24-hr. job-line, (250) 740-6285.

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HISTORY INSTRUCTOR

Posting #2003.59

Closing: March 29, 2004

The History Department invites applications for a full-time, permanent faculty position in the field of Latin American History, with the possibility of teaching in other complementary fields, commencing August 1, 2004, subject to funding approval.

Candidates must have a Ph.D. in Latin American history, and be prepared to teach courses at both the lower and upper levels. The successful candidate should also have post-secondary teaching experience, a strong commitment to research, and be able to provide evidence of successful activities in both areas.

Please submit your application, quoting posting #2003.59

by March 29, 2004, to:

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COMMENTARY

TRIBUNE LIBRE

No Sweat a Success with Ethical Purchasing



By DON WELLS

In the late 1990s the anti-sweatshop movement broke out into a mass movement on college campuses across the United States. Linked to labour, consumer, faith-based and other groups, the movement, now with more than 200 campus chapters, is the most significant student mobilization since the Vietnam War. There is also a growing No Sweat movement on Canadian campuses and significant mobilizations in Australia and much of Europe. Through sit-ins, rallies, teach-ins, anti-sweat fashion shows, hunger strikes, occupations, political theatre and other forms of education, publicity and protest, students have been demanding the adoption of ethical buying policies.

The most dramatic action in Canada was the occupation of the office of the president of the University of Toronto in 2000. Using web cams, students broadcast the occupation to a global audience, eliciting considerable international support. The occupation ended when university officials agreed to a purchasing policy governing apparel bearing the university's name. Today almost 300 American universities have No Sweat policies, as do 10 in Canada, including Alberta, Dalhousie, Guelph, Laurentian, McMaster, Memorial, Toronto, Trent, Waterloo and Western Ontario.

Campaigns are underway at UBC, Carleton, King's College, Montreal, Queen's, Ottawa, Simon Fraser, Winnipeg and York. Such policies are also spreading beyond universities. Three Canadian school boards have No Sweat policies and 11 municipalities have passed resolutions to adopt them. Many American school boards and some cities, including New York City, have passed No Sweat resolutions.

Some universities also have fair trade policies covering the purchase of internationally-traded commodities, particularly coffee. With global prices at historic lows, the coffee industry is in crisis. While transnational coffee roasters and branders make huge profits, many of the world's 25 million coffee farmers are selling their coffee below their production costs. Many are starving. Buyers of "fair trade" coffee meet standards set by international certification agencies, including a minimum fair trade price that exceeds the world market price.

The goal of No Sweat policies is to ensure workers everywhere have the benefit of internationally-recognized labour standards and rights. No Sweat policies require suppliers to certify their goods are made in compliance with standards that typically include the right to organize and to bargain collectively, limits on mandatory hours of work, abolition of forced and child labour, elimination of employment discrimination, provision of certain levels of workplace health and safety, minimum wages and other basic norms.

Suppliers usually disclose the locations of plants they source from — a key precondition for monitoring workplaces. Since universities do not have this monitoring capacity, most American universities with No Sweat codes have joined the Fair Labor Association and/or the Worker Rights Consortium, two nonprofit monitoring agencies.

The main targets of these policies are sweatshops. These workplaces are often in violation of local labour laws as well as international labour standards. Over the past 20 years or so there has been a rebirth of sweatshops in Canada, the U.S. and other developed countries. A recent CBC television documentary exposed sweatshops in Toronto and Vancouver. There have been similar exposés of sweatshops in the U.S., including Los Angeles and New York City. About 60 per cent of American apparel workers work in sweatshops, according to one study. Most sweatshops, however, are in developing countries where labour abuses are pervasive.

Many sweatshop workers are young women. While global production systems create big geographic distances between producers and consumers, No Sweat campaigns bring workers, students and others together via the internet, media publicity, campus speaking tours and visits to sweatshops. Surveys report young adults are more likely than other age groups to support ethical purchasing policies, and there are many such "conscience consumers" at

universities. Naomi Klein's international bestseller *No Logo*, is very insightful regarding the links between youth and no sweat mobilization.

No Sweat campaigns also reflect a growing public awareness of the contradiction between generally recognized ethical principles and corporate practices that connect some well-known corporate images to brutal sweatshops. A recent survey of American public opinion found 86 per cent of respondents would pay an extra dollar for a \$20 garment, if they were guaranteed it wasn't made in a sweatshop. Other surveys conclude most people believe employers should abide by health and safety standards, minimum wage provisions, the freedom to organize, the right to bargain collectively and other basic labour rights and standards.

International Labour Standards

In 1995, the World Summit for Social Development defined a set of core labour rights and standards. Based on conventions of the UN-affiliated International Labour Organization, they reflect a consensus among the ILO's business, labour and government representatives. The ILO and the World Trade Organization have reaffirmed the obligation of all member states to abide by these standards, which include:

- freedom of association,
- freedom to bargain collectively,
- abolition of forced labour,
- abolition of child labour, and
- non-discrimination in employment.

Despite these state obligations there continues to be a flood of revelations from around the world exposing denial of the rights to organize and to bargain collectively, including the firing, beating, blacklisting, torture, disappearance and murder of trade unionists and workers who want to form unions.

The ILO reports there are 246 million child labourers and that forced labour is widespread. The increasing entry of women into paid labour has paralleled reports of systematic gender discrimination. Discrimination based on ethnicity, religion, disability, age and HIV/AIDS status is also widespread, as are forced and excessive overtime. Corporations in the apparel and other industries typically impose tight production schedules on their subcontractors. Often there are stiff financial penalties if deadlines aren't met.

In Thailand, for example, workers producing children's clothing for Nike, Levi Strauss and Adidas reported having to work up to 110 hours a week, and that managers made them swallow amphetamines ("speed") so they could work up to 48 hours straight before collapsing.

Transnational corporations, which now account for an estimated two-thirds of the world trade in goods and services, are taking advantage of lower trade barriers and falling transportation and communications costs to relocate production. Many relocate to poor countries where governments, usually with enormous foreign debts, compete for this investment by providing tax and other concessions. Often this includes the violation of worker rights to enforce "disciplined," "flexible," low-wage labour. This "race to the bottom" in labour standards has become, for many, the core meaning of contemporary globalization.

McMaster's Purchasing Policies

As elsewhere, ethical purchasing at McMaster University began with students. Some were in touch with the Ethical Trading Action Group, a national coalition of labour, faith and international human rights organizations that coordinates No Sweat campaigns across Canada. On campus they organized through the Ontario Public Interest Research Group. Some also formed a Fair Trade Working Group.

It was in this context that McMaster's president set up a committee to develop an ethical purchasing policy. The committee represented constituencies across campus, including students, administration, faculty, staff, teaching assistants, the university bookstore, and athletics and recreation. The committee drafted two policies which McMaster adopted. The fair trade policy requires university coffee retailers (except those with pre-existing contracts) to provide a choice of fair trade coffee.

The anti-sweat policy applies to apparel and products bearing the university logo. It includes standards in 11 areas, including work hours, forced labour, health and safety,

harassment and women's rights. Most important, it contains the key "enabling" rights of freedom of association (to form unions) and freedom to bargain collectively. Employers must pay a "dignified living wage" that provides for the basic needs of workers and their families.

However, the strongest labour standards are irrelevant if not enforced. Since fair trade coffee is certified by a reliable nonprofit agency, enforcement is largely restricted to ensuring that campus coffee sellers supply fair trade coffee. Enforcement is a bigger challenge for No Sweat goods because universities have no capacity to monitor workplaces to ensure code compliance.

McMaster requires suppliers to fill out a compliance form. The names and addresses of workplaces that supply the items become public information so that others, such as workers, local unions and community groups, can help monitor code violations.

In addition, McMaster became the first Canadian university to join the nonprofit Worker Rights Consortium. For a modest membership fee, the WRC does complaint-based monitoring of factories supplying goods to its 120 member universities. Through its web site, the WRC discloses the locations of factories that university suppliers use, and publicizes code violations.

A No Sweat Future?

Ethical buying codes have contributed to important improvements in many lives. Gains include independent unions, return to work for fired unionists, collective agreements, greater respect for workers' dignity, and better wages and working conditions.

The recent campaign at the Kukdong (now Mexmode) plant in Mexico is an important example. Workers complained that supervisors insulted and verbally and physically abused many of the young women in the plant. They also reported supervisors refused to give pregnant workers their legal maternity leave and sick leave benefits, and that wages were below the legal minimum. Some tried to form an independent union, but managers fired them.

When the WRC, the Fair Labor Association and other organizations were alerted, they organized a powerful campaign with participation from 17 countries. The campaign pressured Nike and other firms that bought apparel from the plant to pressure Kukdong. This campaign, together with the workers' solidarity and courage, resulted in an historical breakthrough — the first independent union of Mexico's 3,500 maquiladoras (plants that assemble for export) to get a collective agreement.

The fired workers have their jobs back, supervisors no longer physically abuse workers and wages and benefits have been improved. Recently, the union successfully negotiated a second agreement and made more gains. There have been other recent victories in the Dominican Republic, Thailand, the U.S. and the Pacific island of Saipan.

As more universities develop ethical purchasing policies, it would be logical to create an inter-university consortium as a common purchasing body built around a core no sweat policy. This would give universities more collective influence over suppliers. It would also be logical for universities to join with school boards, municipalities, unions and other institutions with similar buying policies to promote an even broader-based and more powerful consortium.

Ultimately, ethical buying policies need to help pave the way to effective international labour regulation by states and democratic unions. Fairer trade agreements are also crucial. This will require respect for the autonomy of nations and the opening up of markets to fairly traded goods and services. It will also require the ability to impose adequate sanctions on those who violate their agreements to abide by international labour standards.

Such a world of fairer trade is not politically possible at present. In the meantime, ethical purchasing codes are not only feasible first steps, they are the right thing to do. ■

Don Wells teaches labour studies and politics at McMaster University and helped draft McMaster's ethical purchasing policies.

The views expressed are those of the author and not necessarily those of CAUT.